

EXHIBIT 2740

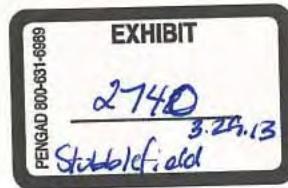
**to the Declaration of
Lisa J. Cisneros in Support of
Plaintiffs' Opposition Briefs**

REDACTED VERSION

DOCUMENT

PLACEHOLDER

This Document was Produced in Native Format



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Focal Decisions 2005

Communications Session for Senior Leaders
(Level 2 & 3 Managers)

"Differentiating Performance for Results..."
Differentiating Pay Decisions for Performance"

Jim Grenier
June, 2005

Intuit Confidential

Revised: May 9, 2005



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Pay Decisions 2005 - Agenda

4 Chapters...

1. An "Executive Summary" . . . Headlines

2. Focal Review - The Framework & Context

- Performance Evaluation
- Retention
- A Calibration Tool
- Tips for Gaining Approval
- Guidelines

3. The Pay Decision Tool

4. Stock Options Focal Review & Tool



1. Headlines

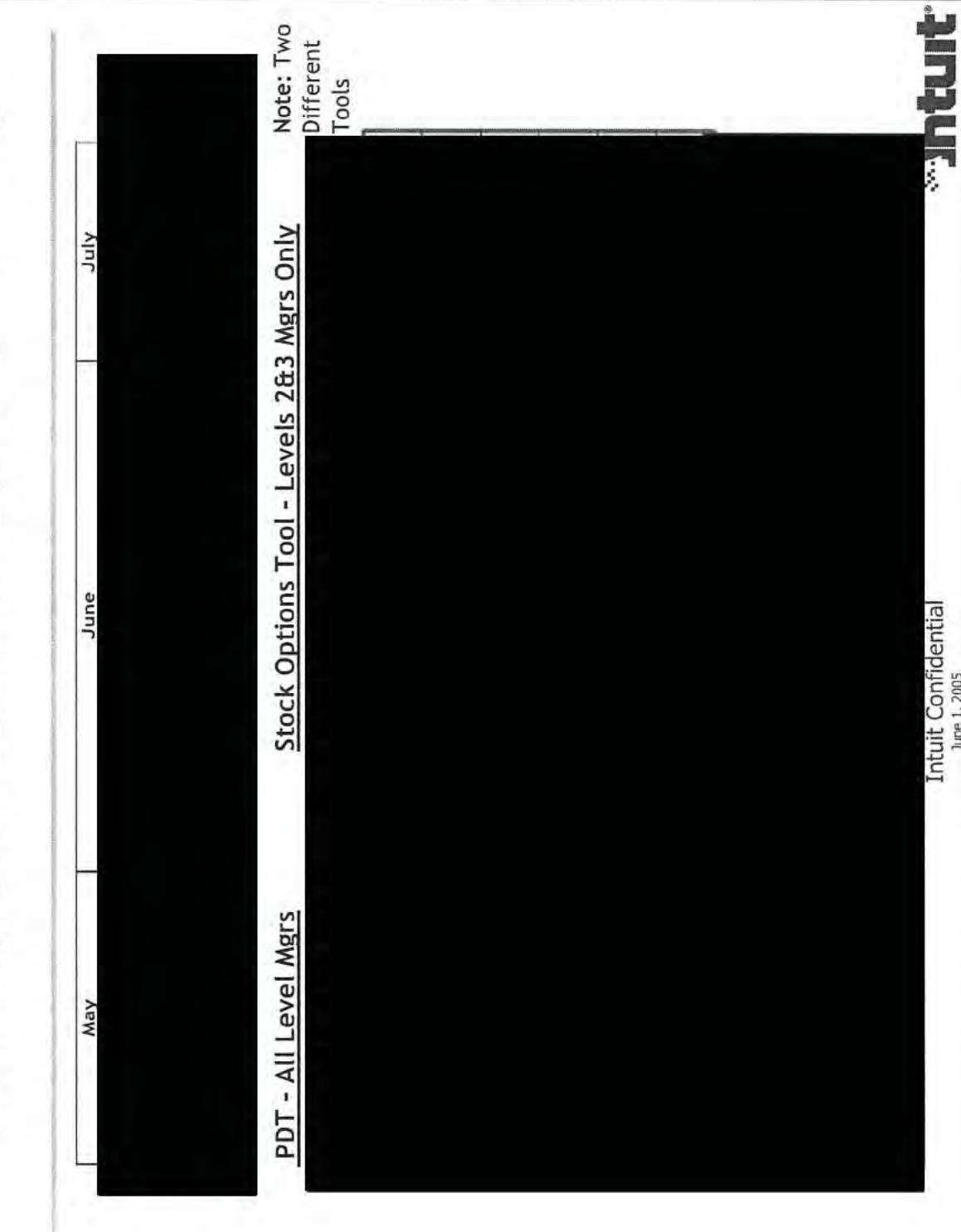
- **Calendar**
- **Intuit's Compensation Plans and...
What's Going On in the Market**
- **Stock Options Update**
- **Your Actions**

Our Operating Mechanisms...Pay Decisions



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Focal Pay Decisions and Options Timeline



Comp Plan Recommendations Based On...



Average Merit Budget = 3.7% (for those projecting increases)

Only 8% of companies reporting a pay freeze,
down from 27% last year

[REDACTED]
[REDACTED]
Tech industry still experiencing a net decline in employment
Moderate economic growth projected but inflation concerns
Key uncertainties: Labor supply/demand and turnover
Unemployment at 5.2%, down from last year

FY'06 Salary & Recognition Budgets

Intuit FY'06 Budget	
Merit Increases	4.0%
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]

No change from '05

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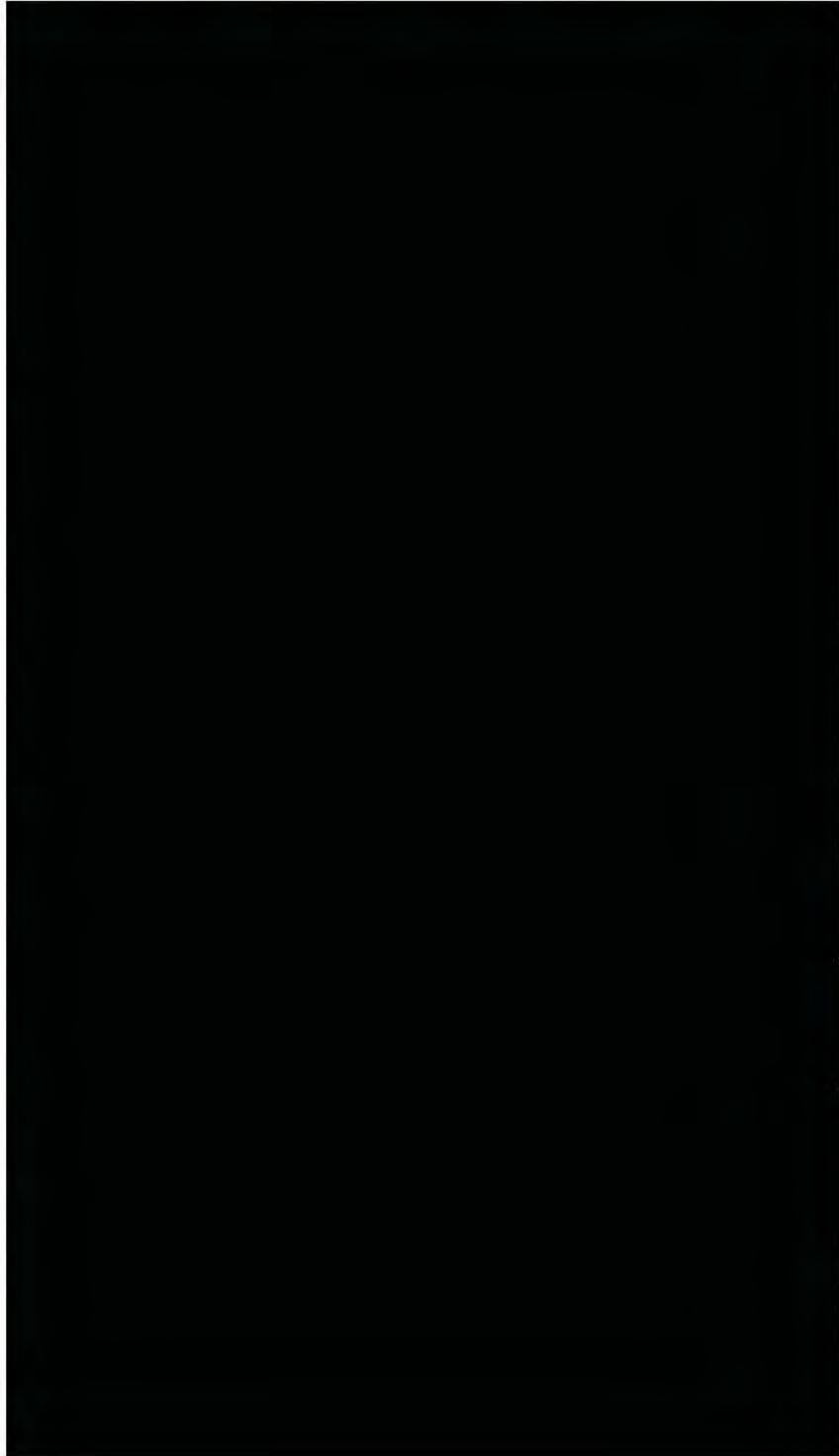
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Incentive Compensation & Stock Options

- FY05 IPI Guidelines: [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- IPI Funding [REDACTED]
- Stock Options Focal [REDACTED]



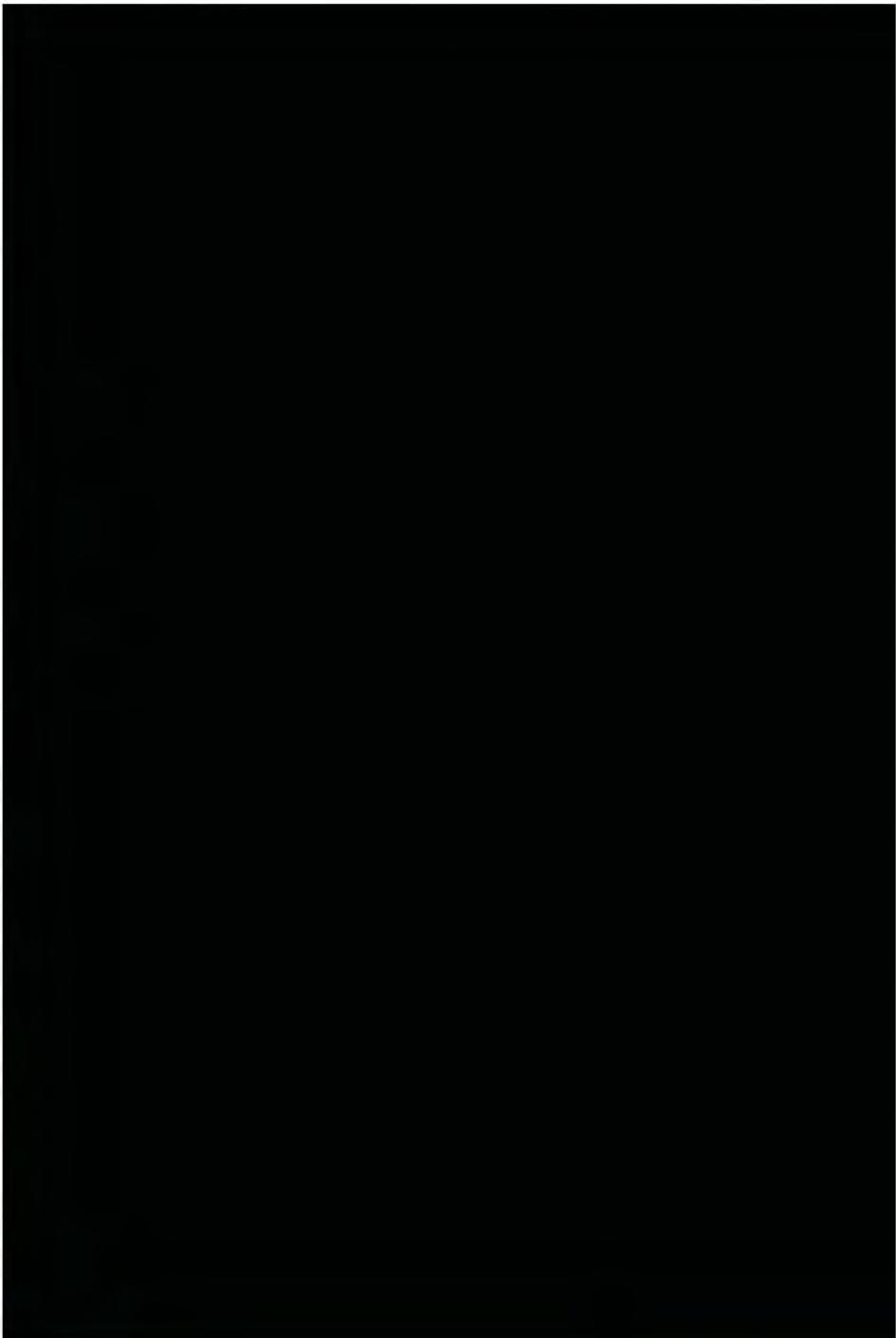
Stock Options Update



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Stock Options Update



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Your Action Items



- Closed-loop documentation & communications in August...

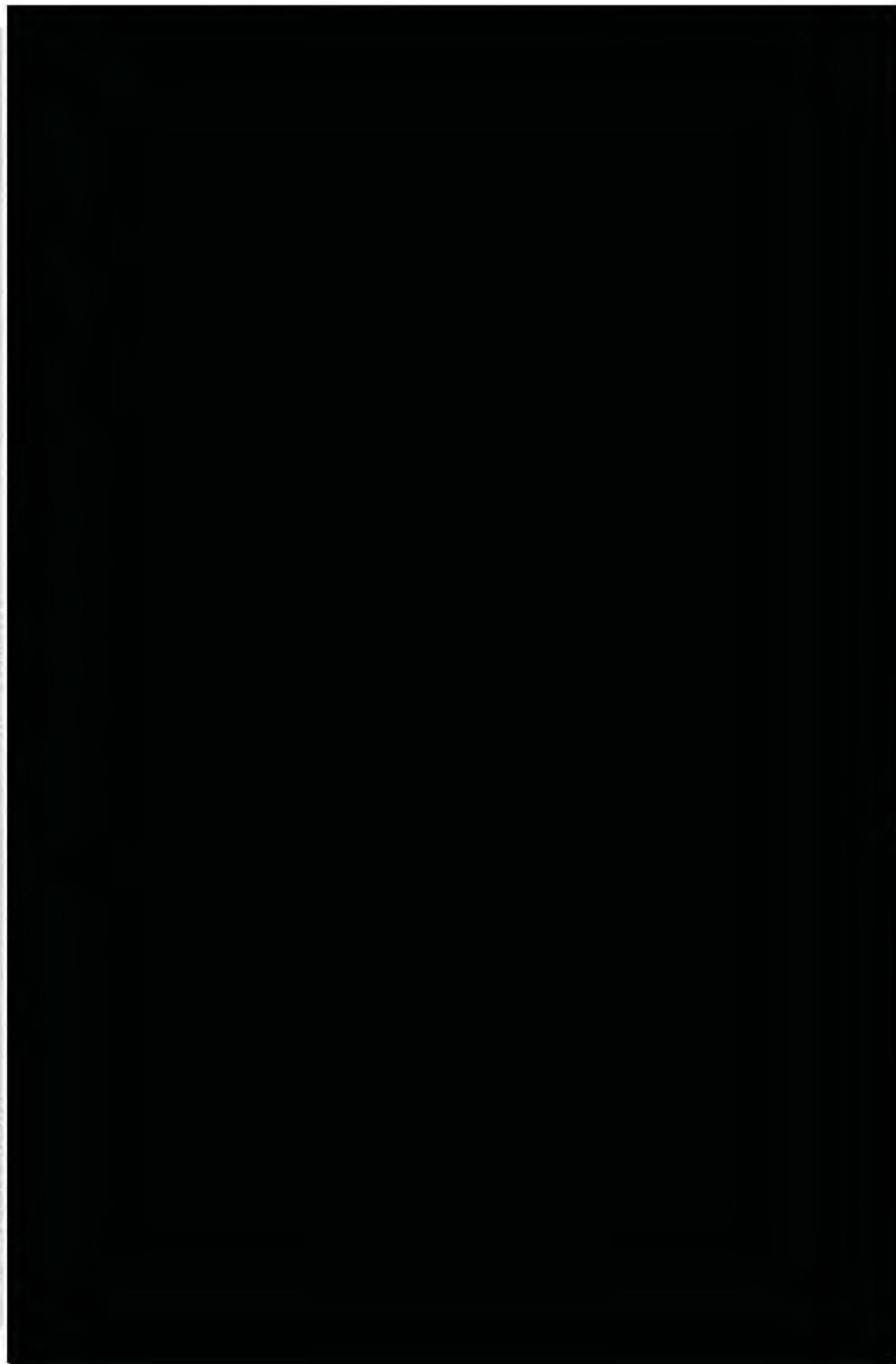
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Differentiating for Performance and Impact...



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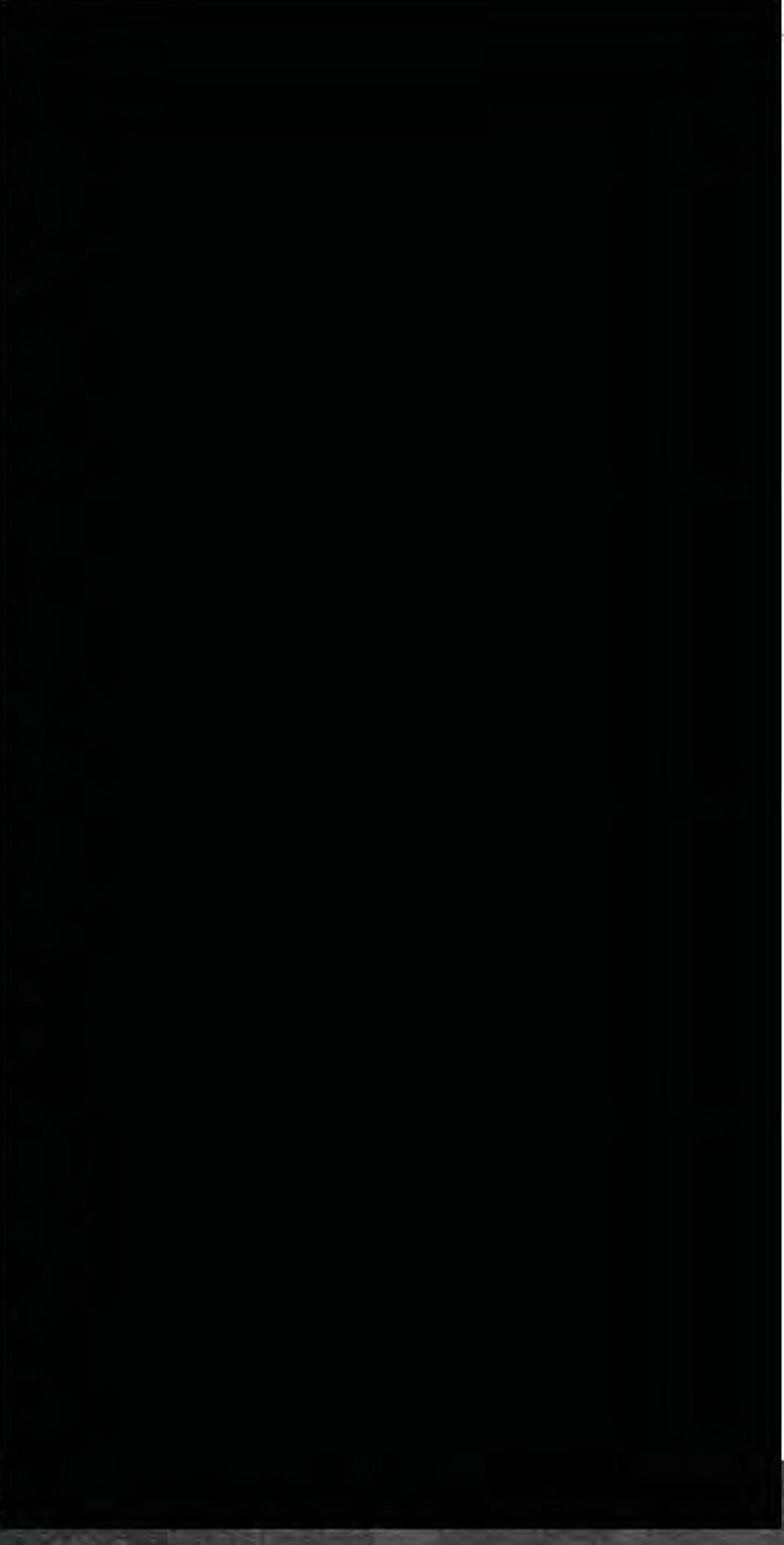
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2. Focal Review – The Framework & Context

- The Big Y
- Making Pay Decisions: 6 Steps
- Performance & Retention
- A Calibration Tool
- Tips for Gaining Approval
- Base Pay & IPI
- Stock Options Recommendations

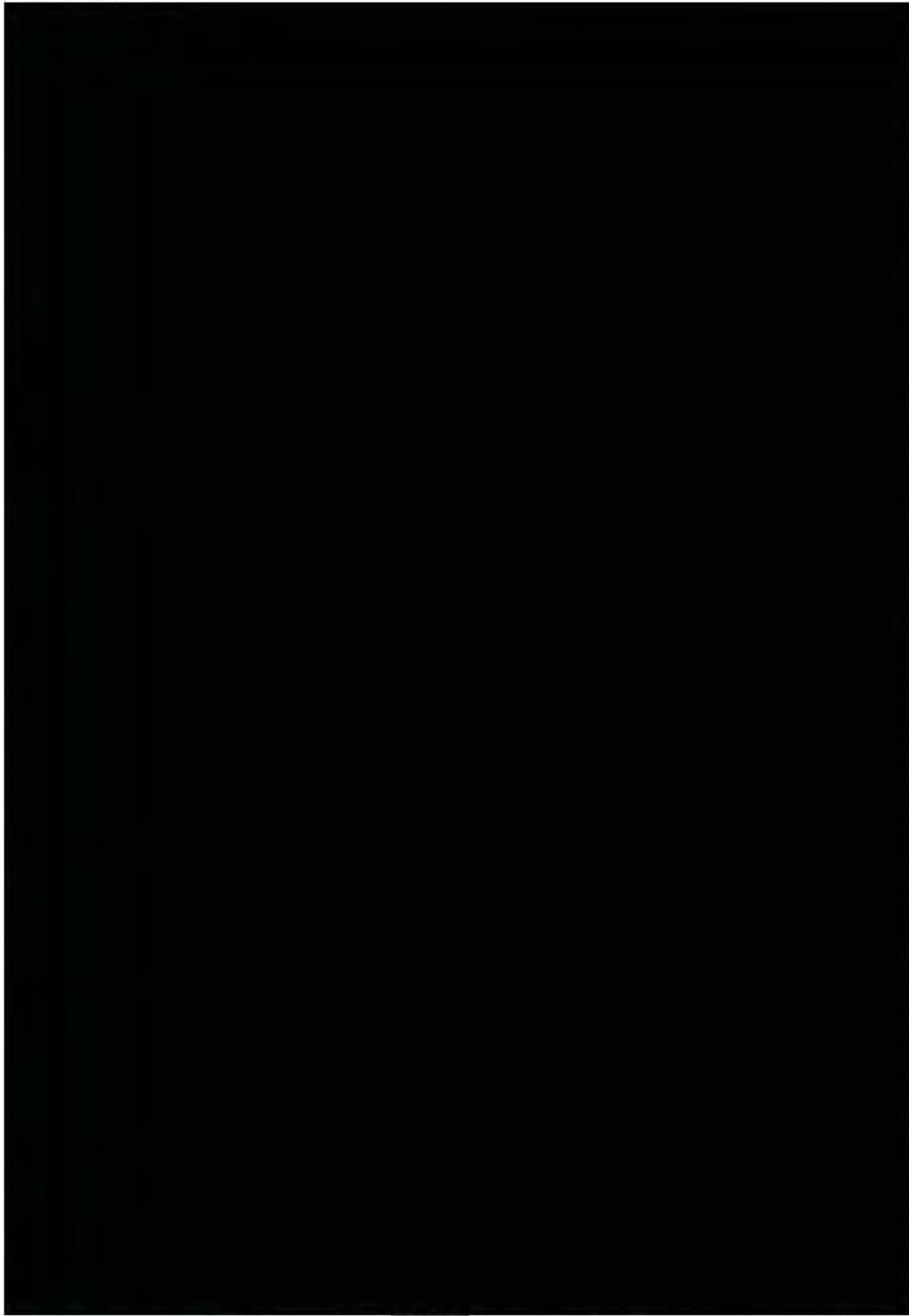
What's Important?

Big Y: Deliver "True North" ... best we can be results for all 3 stakeholders
in the current period while building the foundation for a stronger future



Review

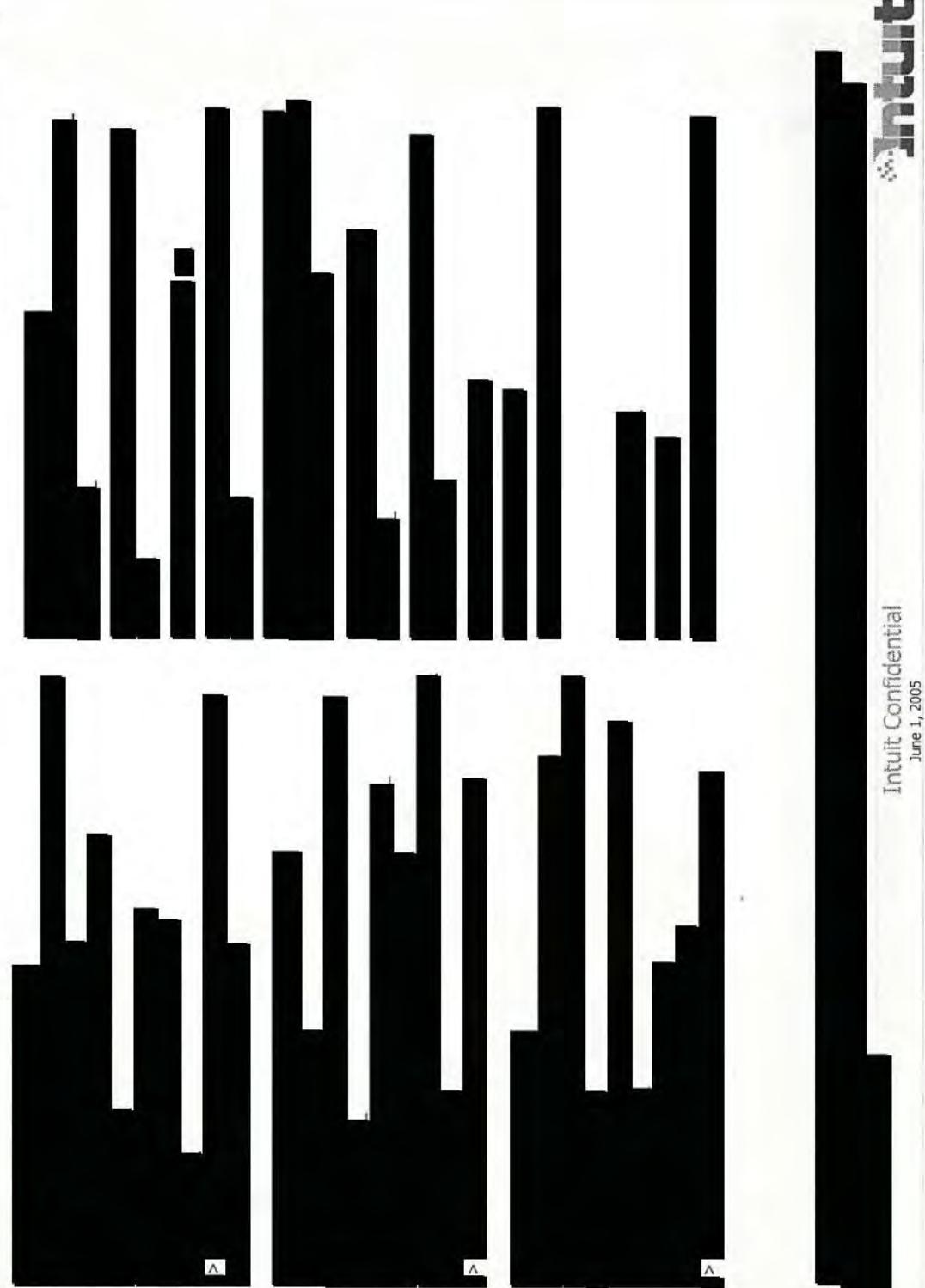
6 Steps in Making an Effective Pay Decision



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Input: Performance Assessment – What & How



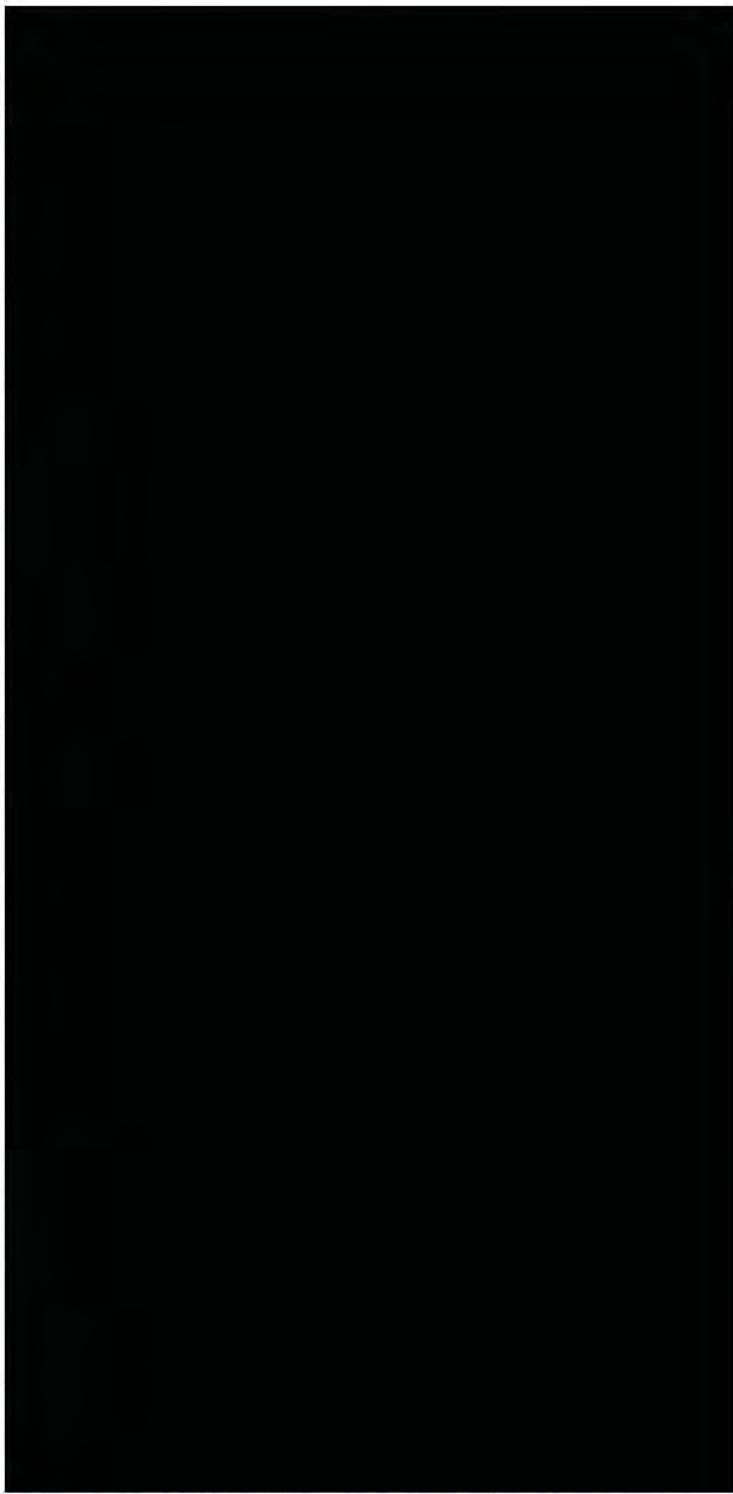
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What's the
"How"
?

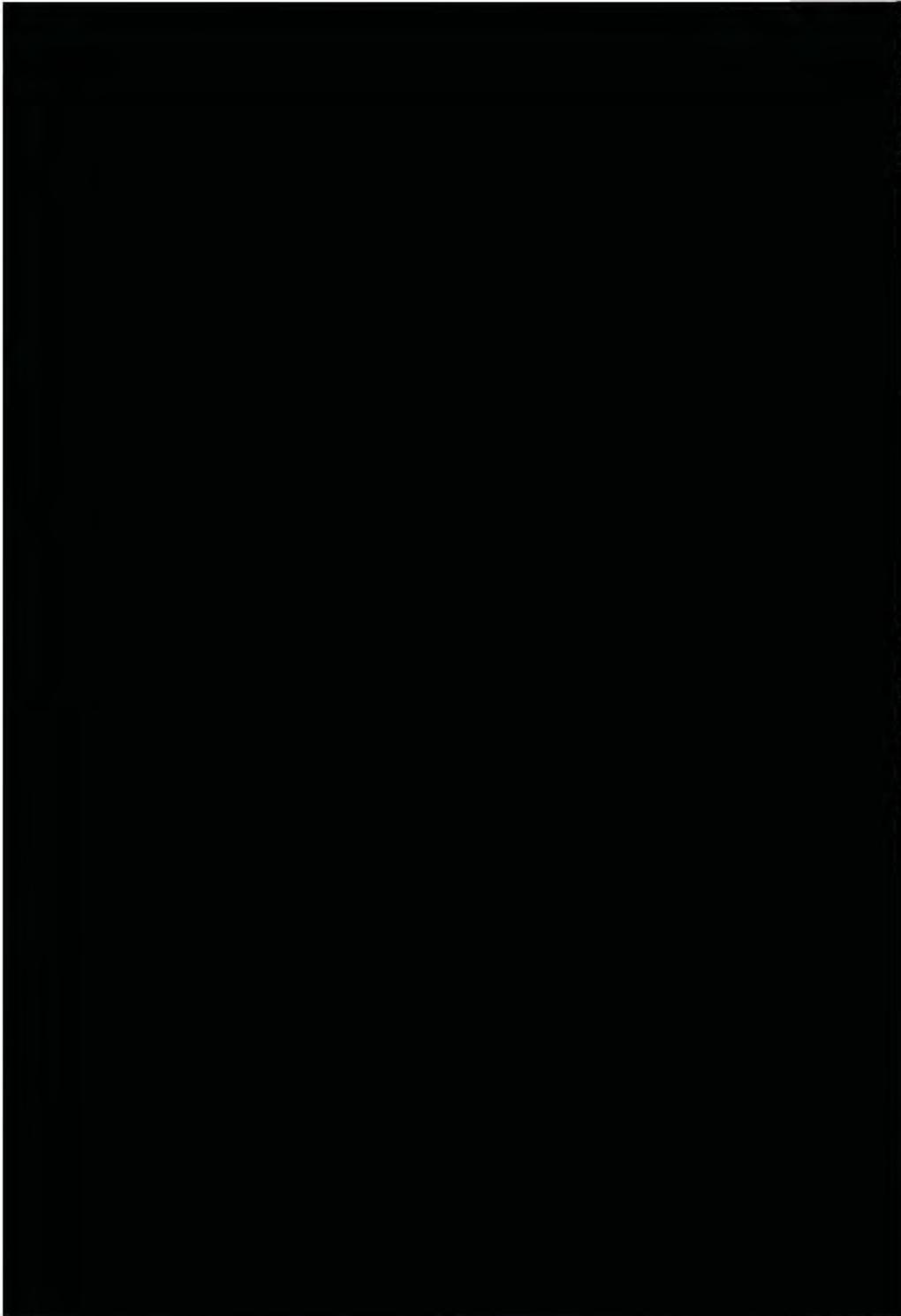


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Performance Assessment: The "How"



Input: Retention Assessment



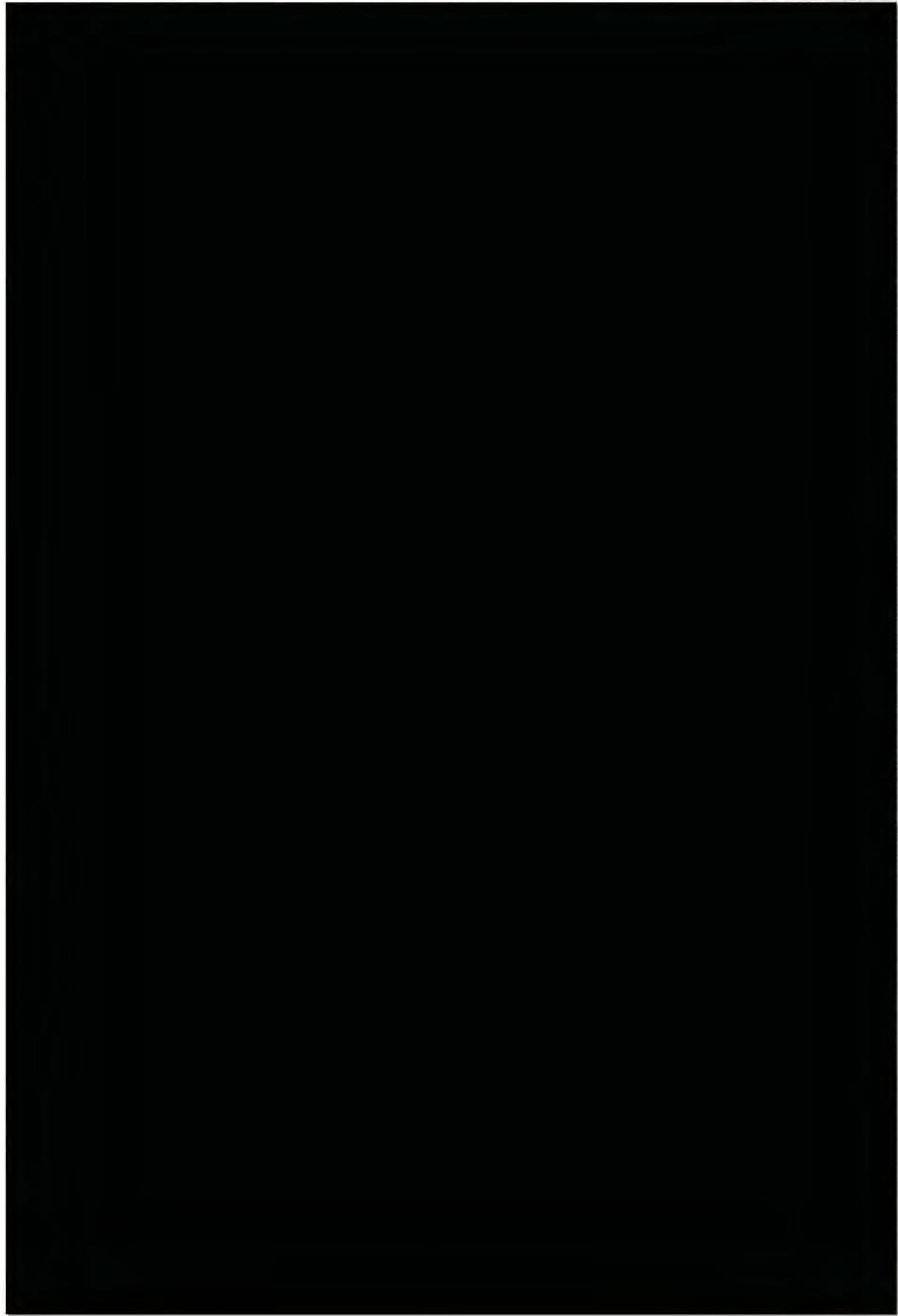
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Assess and Calibrate Across Organization



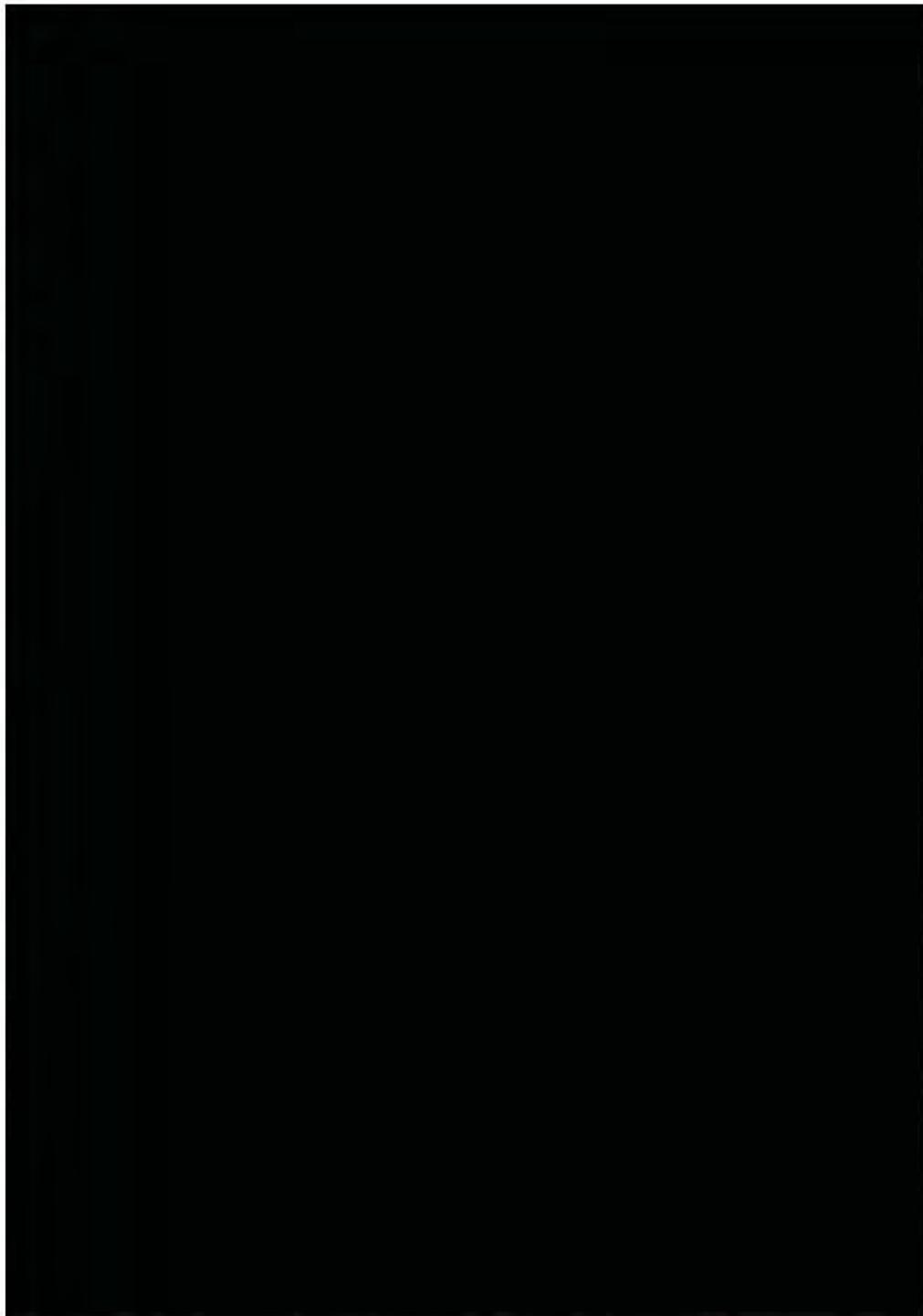
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A Ranking Tool to Help with Rationale and Clarity



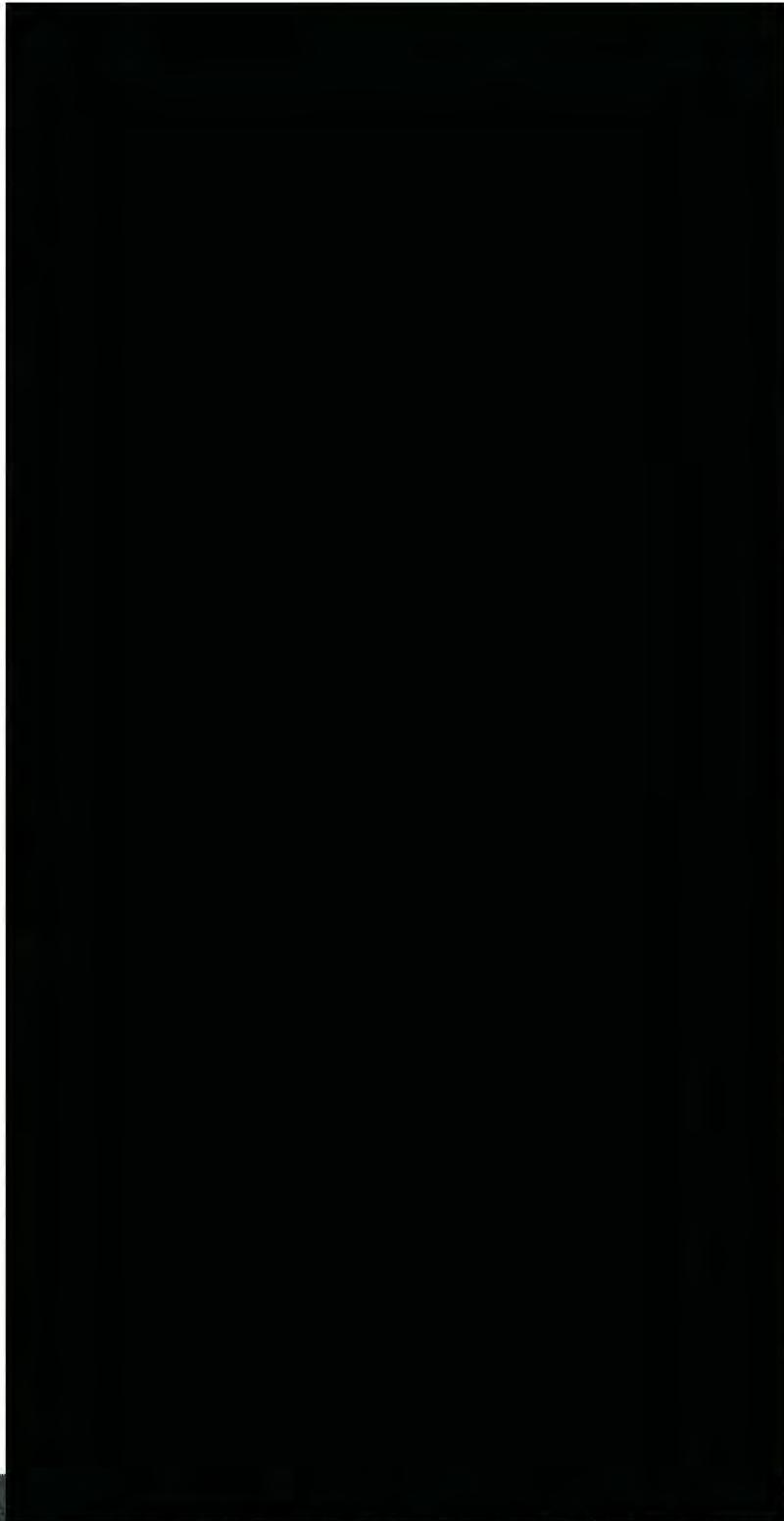
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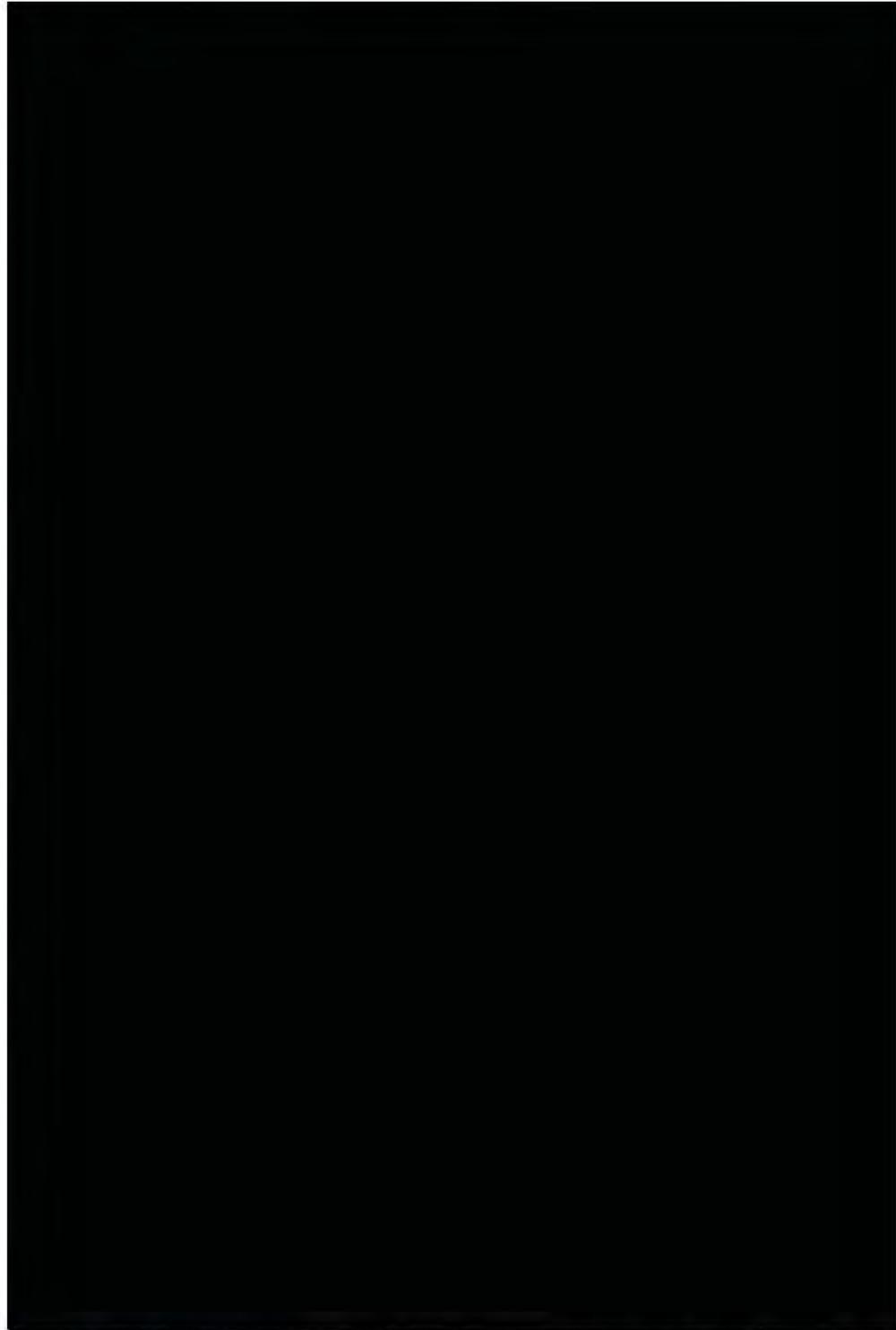
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What is an Effective Pay Plan? Also Known As, "Tips for Gaining Approval"



Actions that Raise Eyebrows



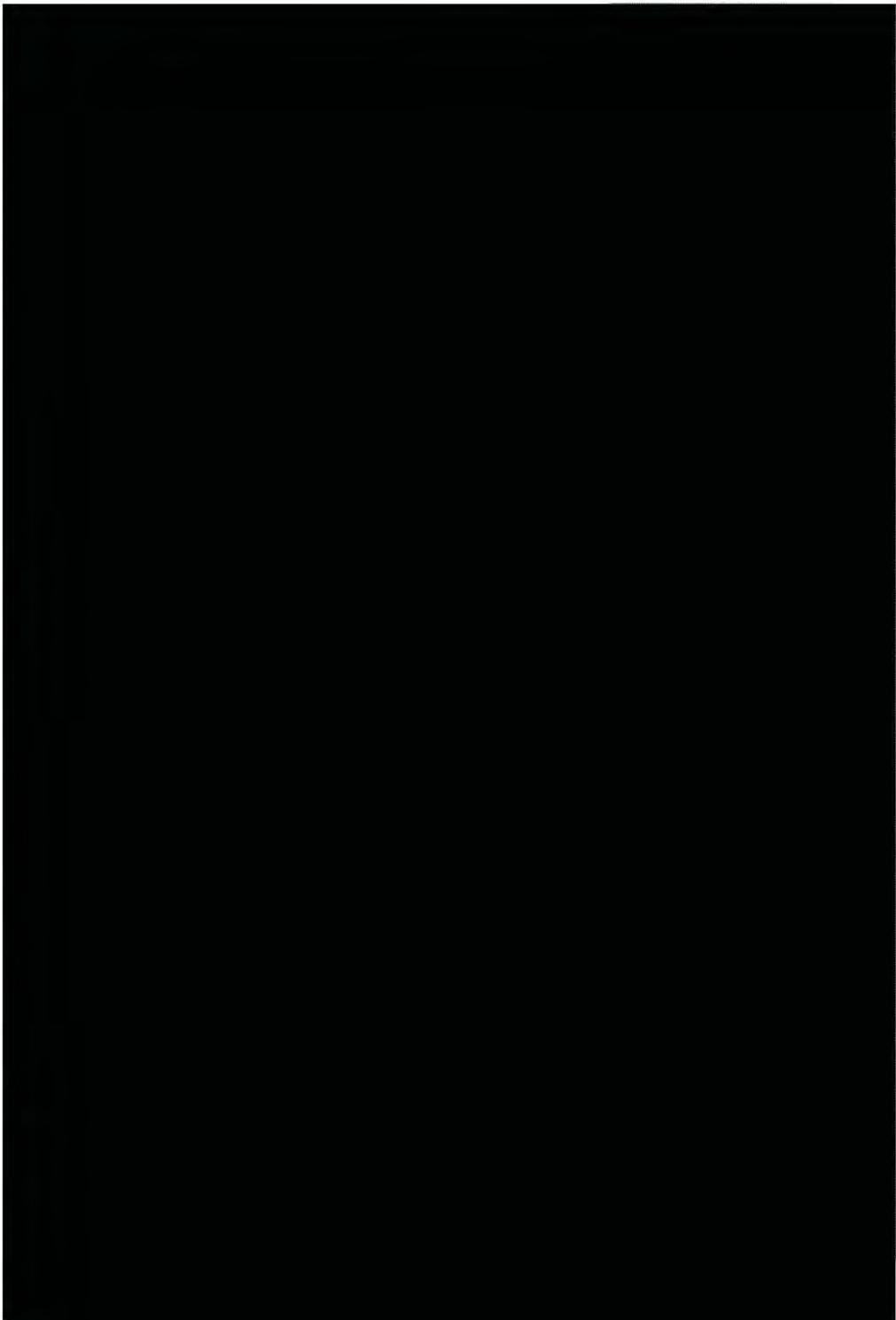
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FY 05 – IPI Award Considerations



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Pay Decision Guidelines...

Increase Recommendation Guide FY'05



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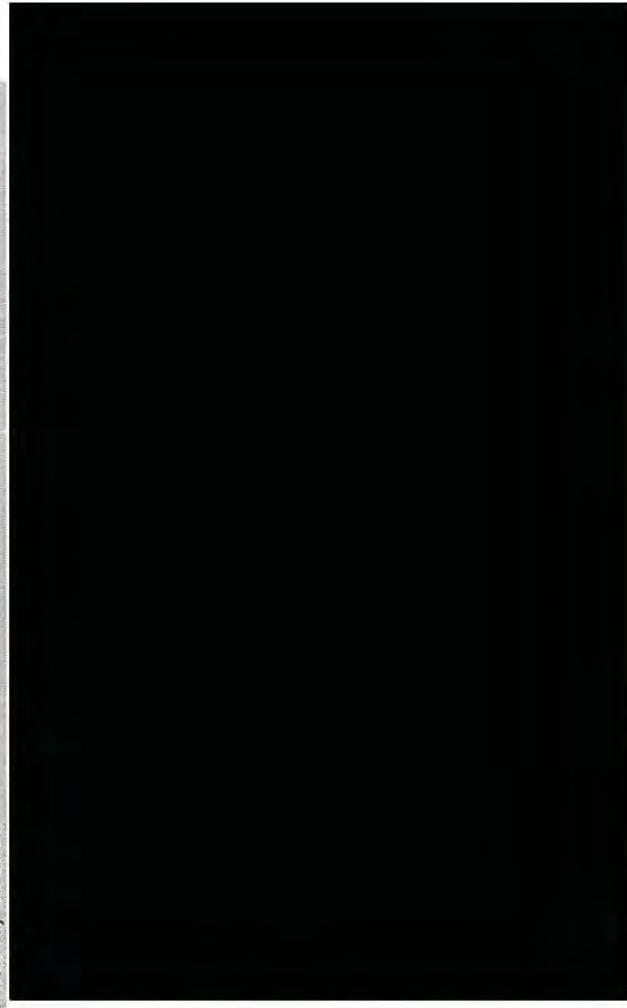
Reports – Individual Worksheet

Summary

Pay for Performance -



Focal Pay Decisions



Promotion Information



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Stock Option Focal Review

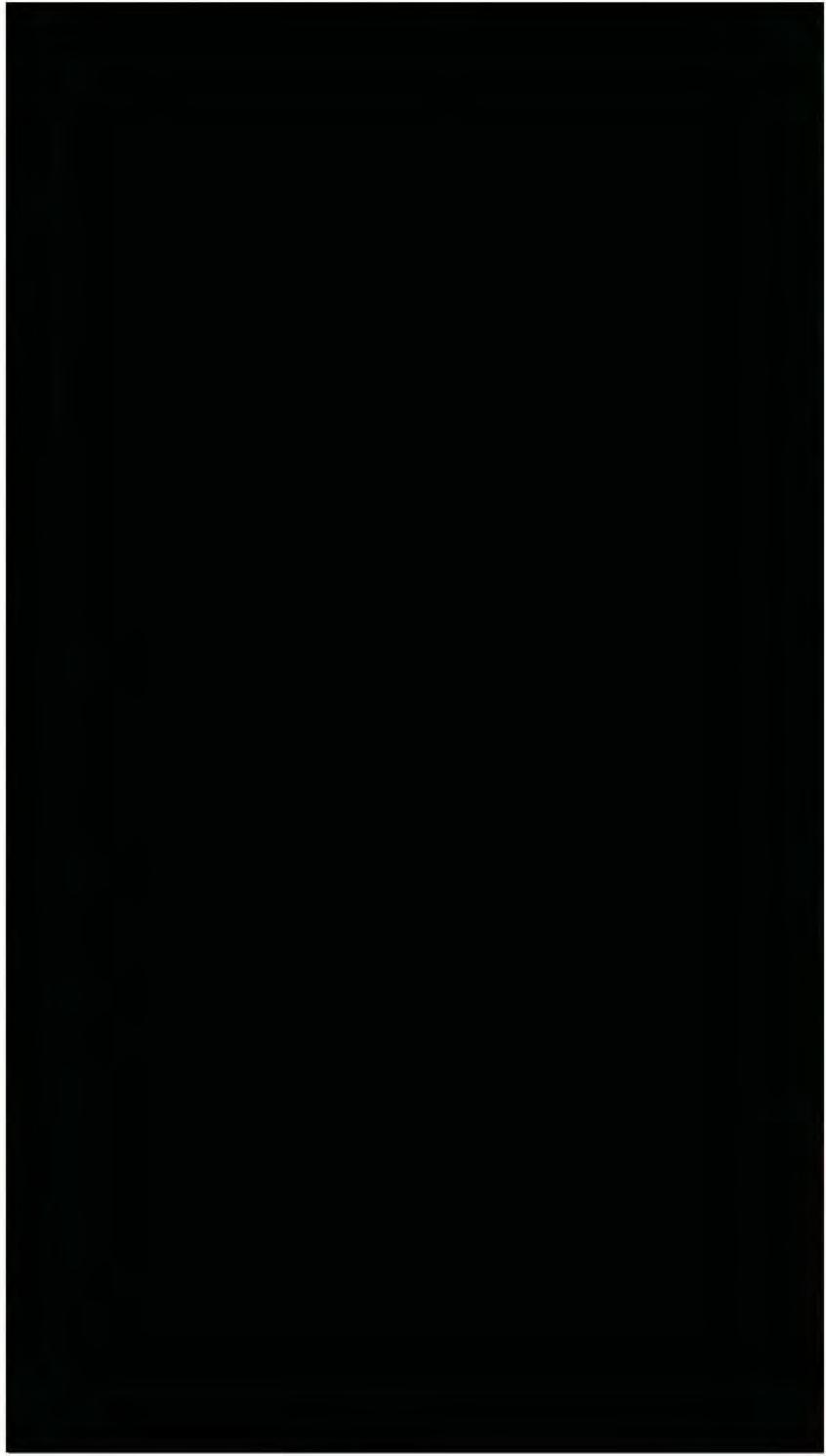
How It Works...



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How it Works...



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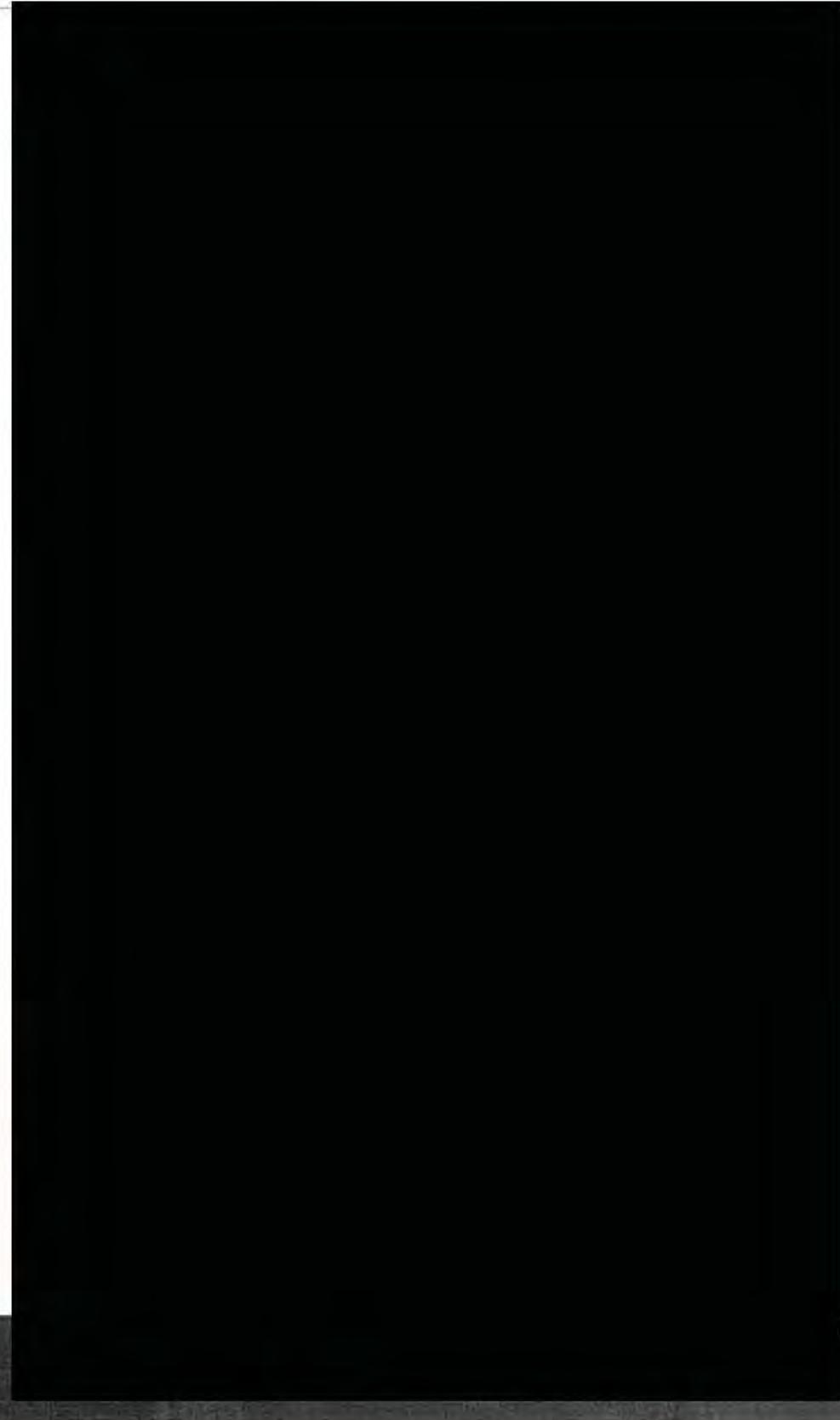
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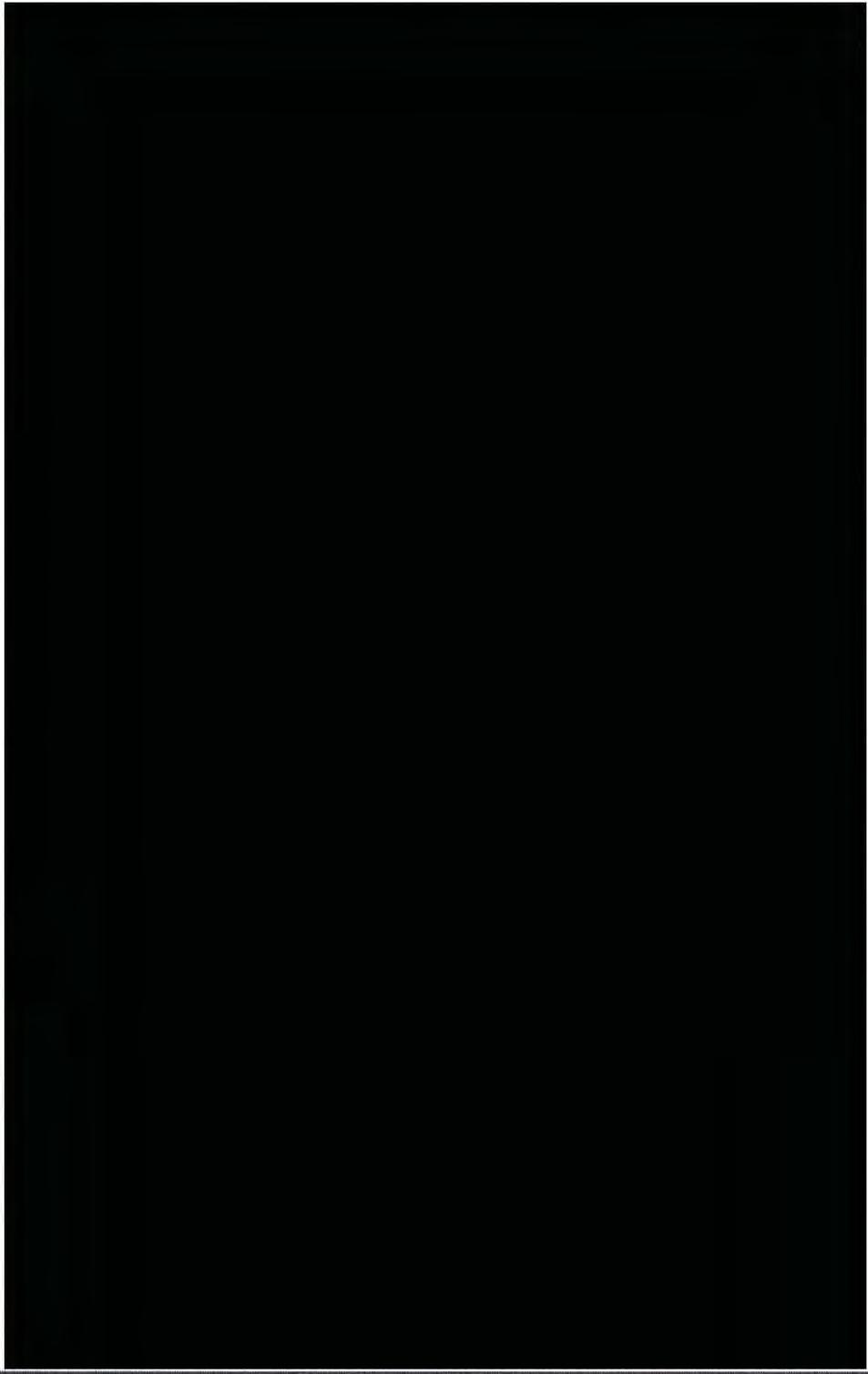
Projected "9-Blocker" for 2005 Stock Options Grant

(Confidential – Not for Distribution...EXAMPLE only - %'s may change)



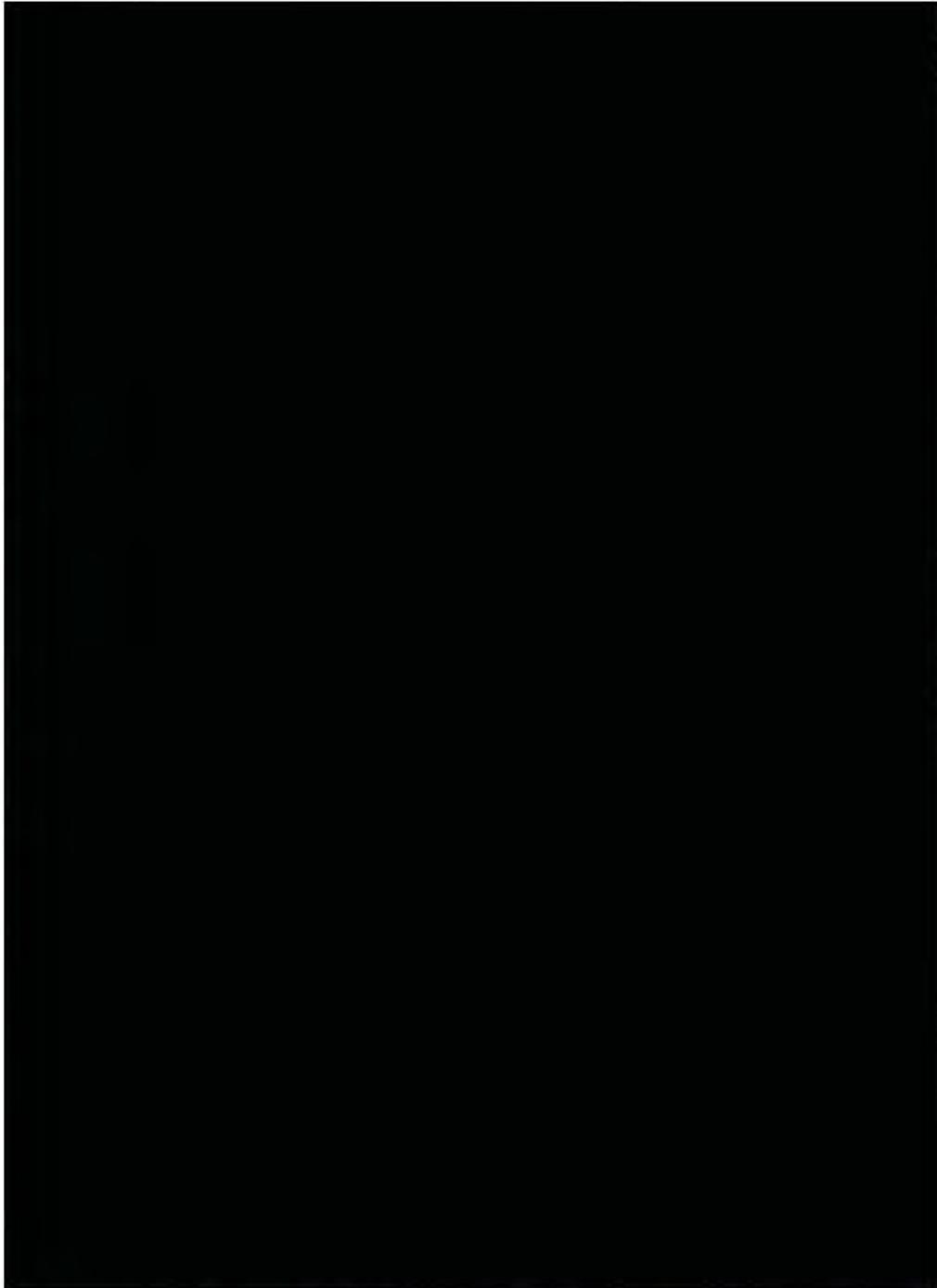
Options Guidelines...An Example

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Focal Guidelines...An Example for Jan Doe

(example only - %'s may change)

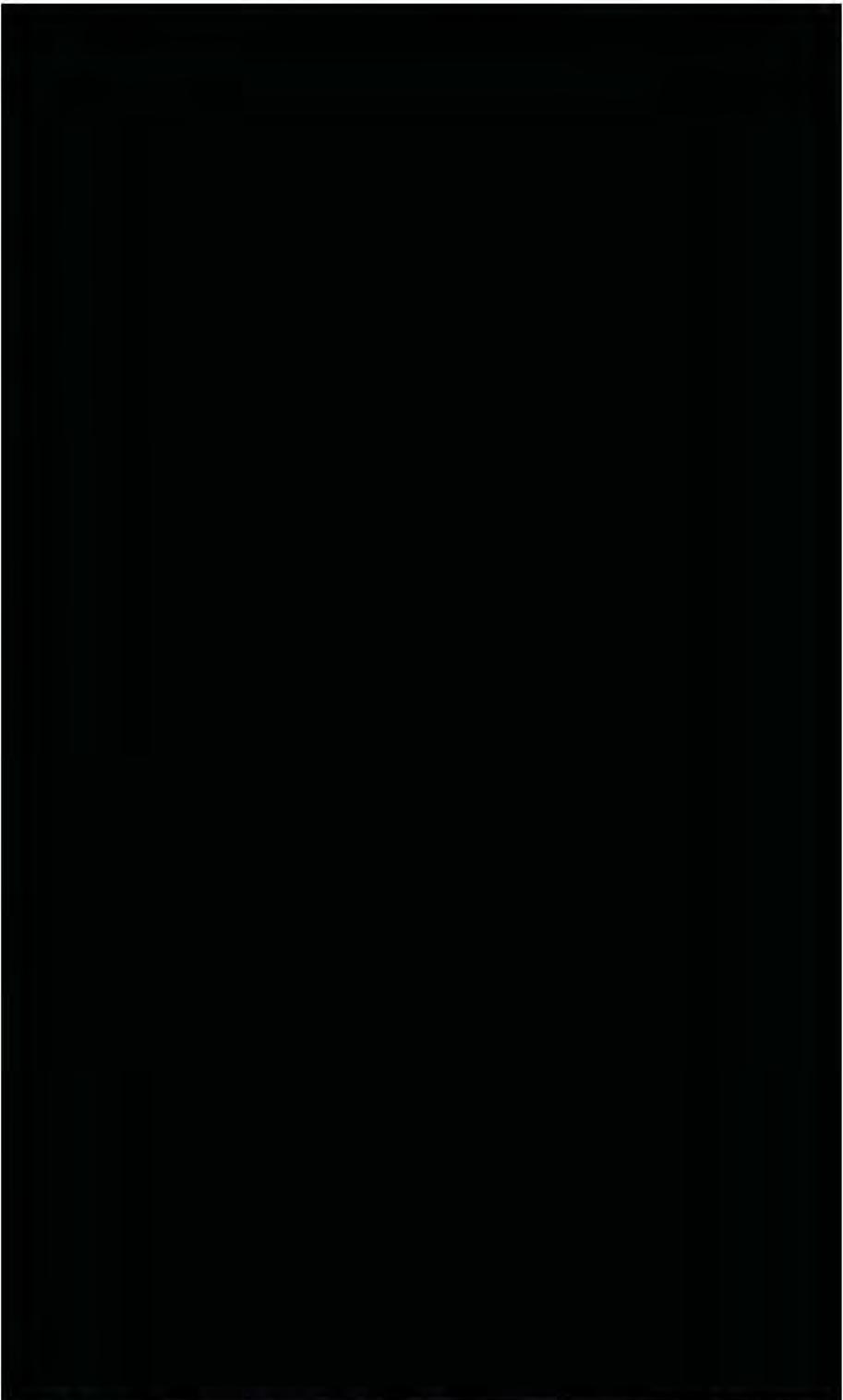


Other Considerations



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A Reminder...Role of Manager – New Hires



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3. The Pay Decision Tool (PDT) ...A Quick Intro



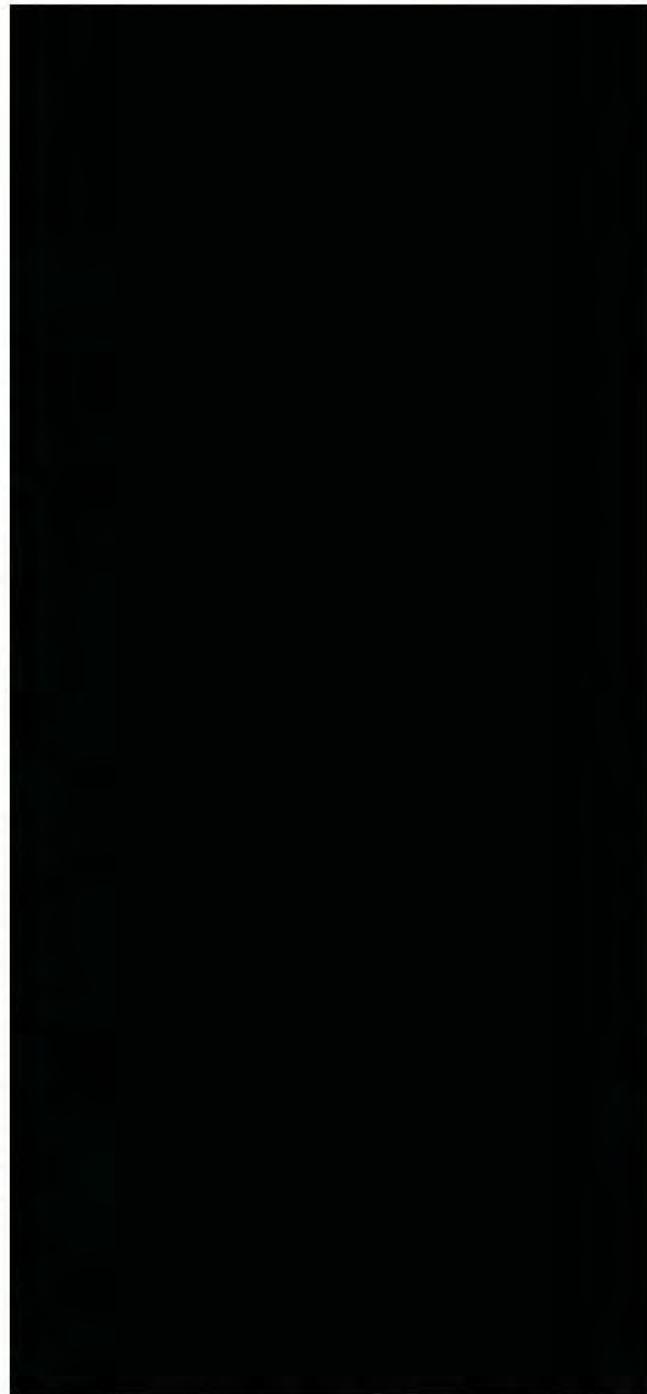
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The Pay Decision Tool

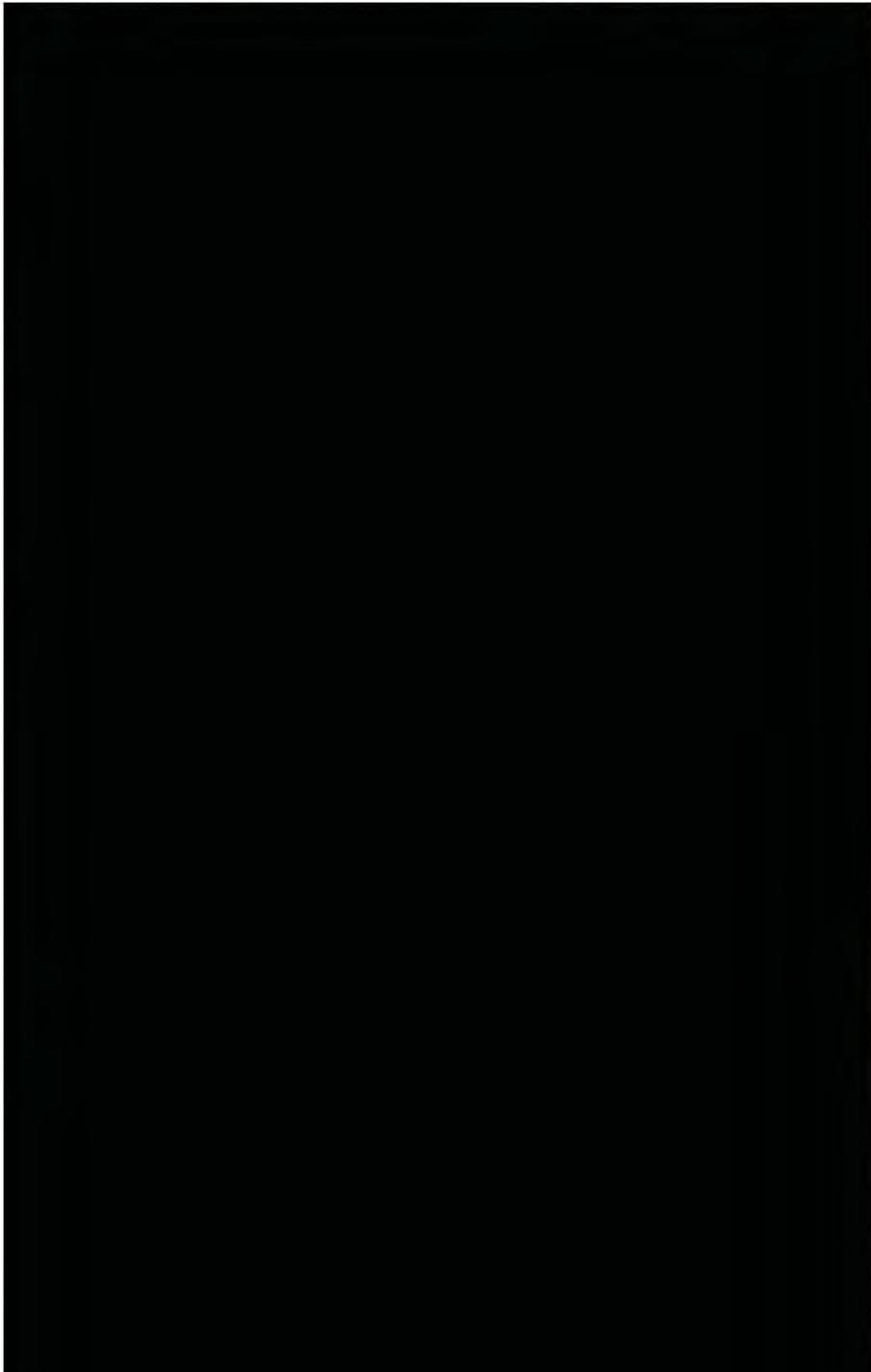
- Web-based Pay application...enables modeling and recommendations for the following actions:



No Stock Options At This Time In Tool

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Eligibility



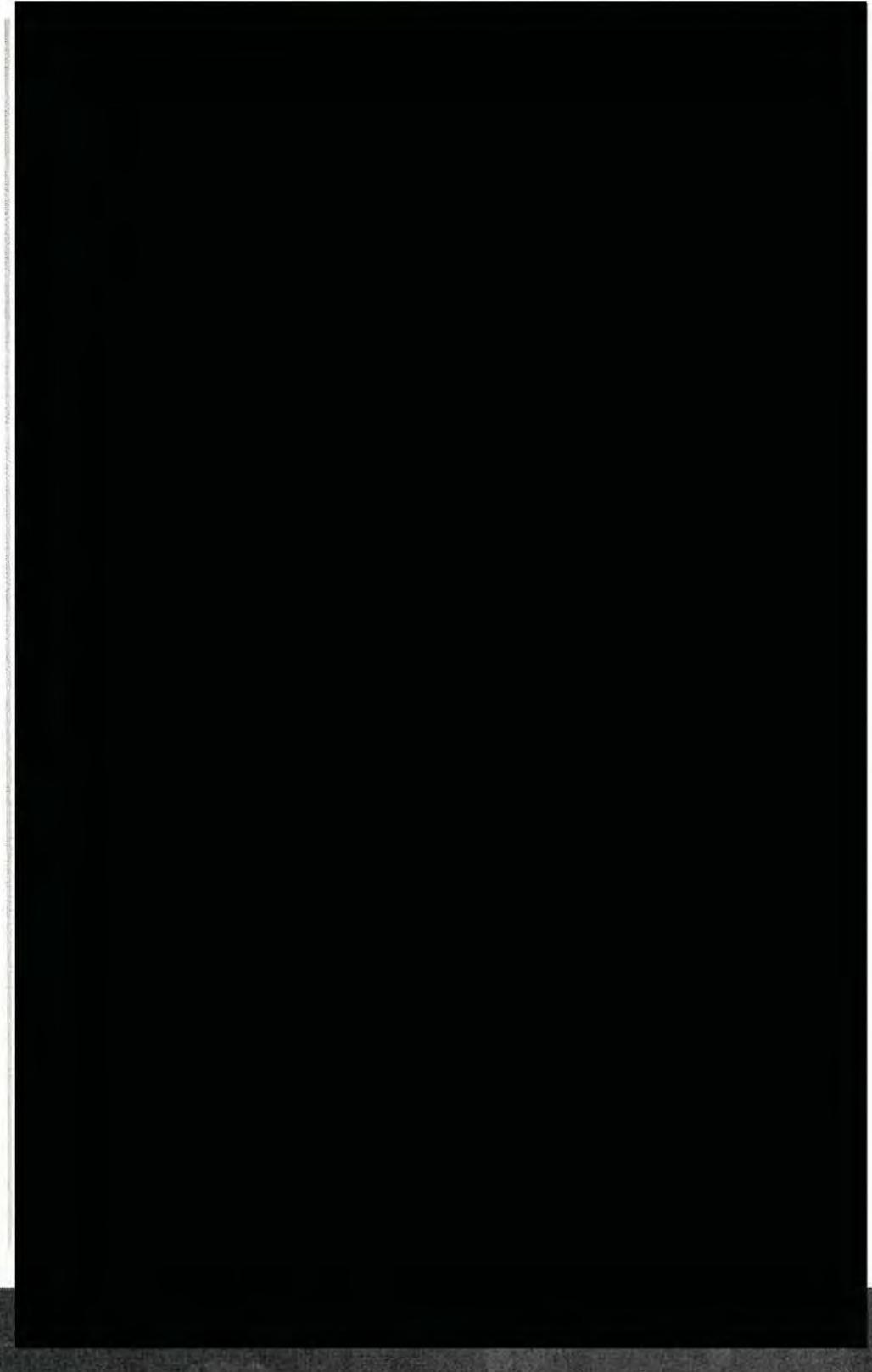
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Prorated Actions

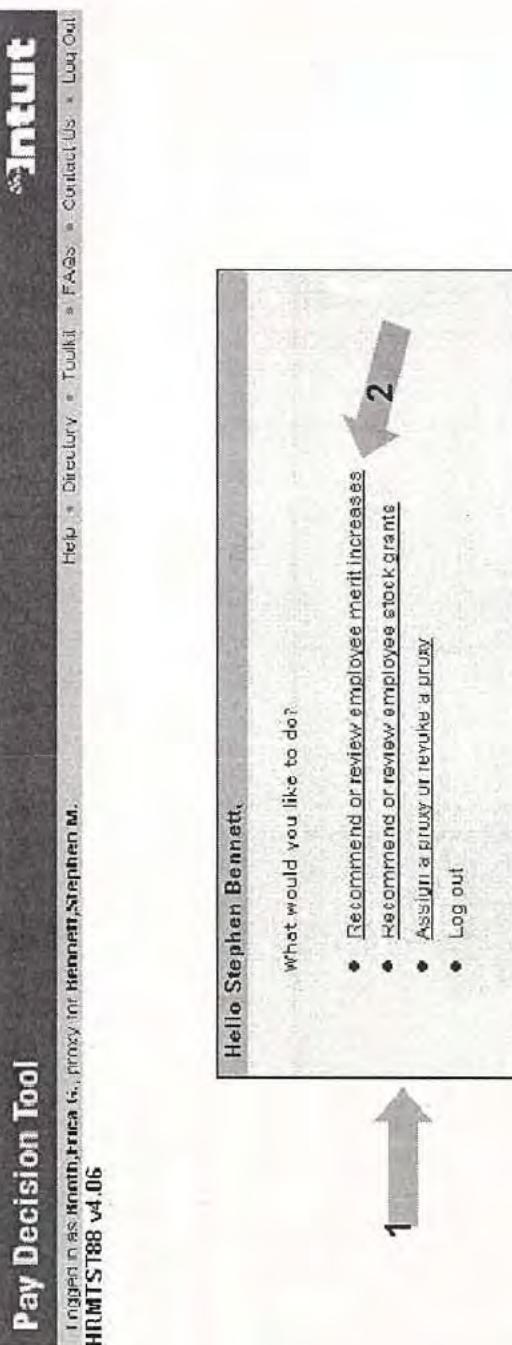


Log On



1. Enter Directory Login and Password. The Directory Login and password are the same Directory Login and password that is used for the Directory Toolbox.
2. Click the Sign In button.

Log On



1. The number of options displayed depends on the level of the manager.
2. Click the “Recommend or Review employee merit increases” (Hyperlink) to go to the Manager Summary Screen

Pay Decision Tool

Logged in as Smith, Pebbles M.

HRUITATB8 v5.0.6

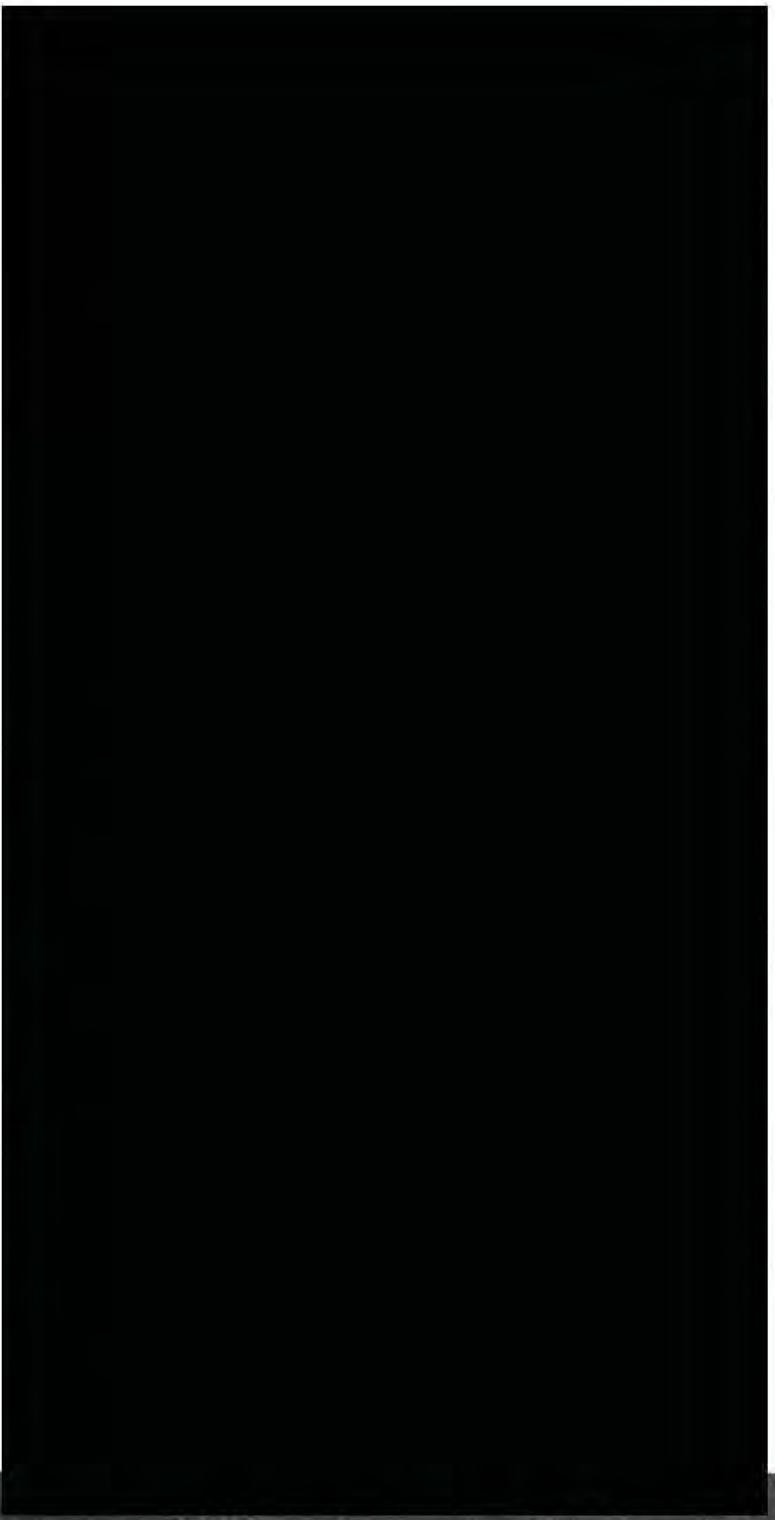
Summary for Joe Jones

You have not submitted your reviews.

Your review(s) are due **07/21/05**. You have **85** day(s) remaining.

0 of **5** of your direct-report managers have finished their review(s).

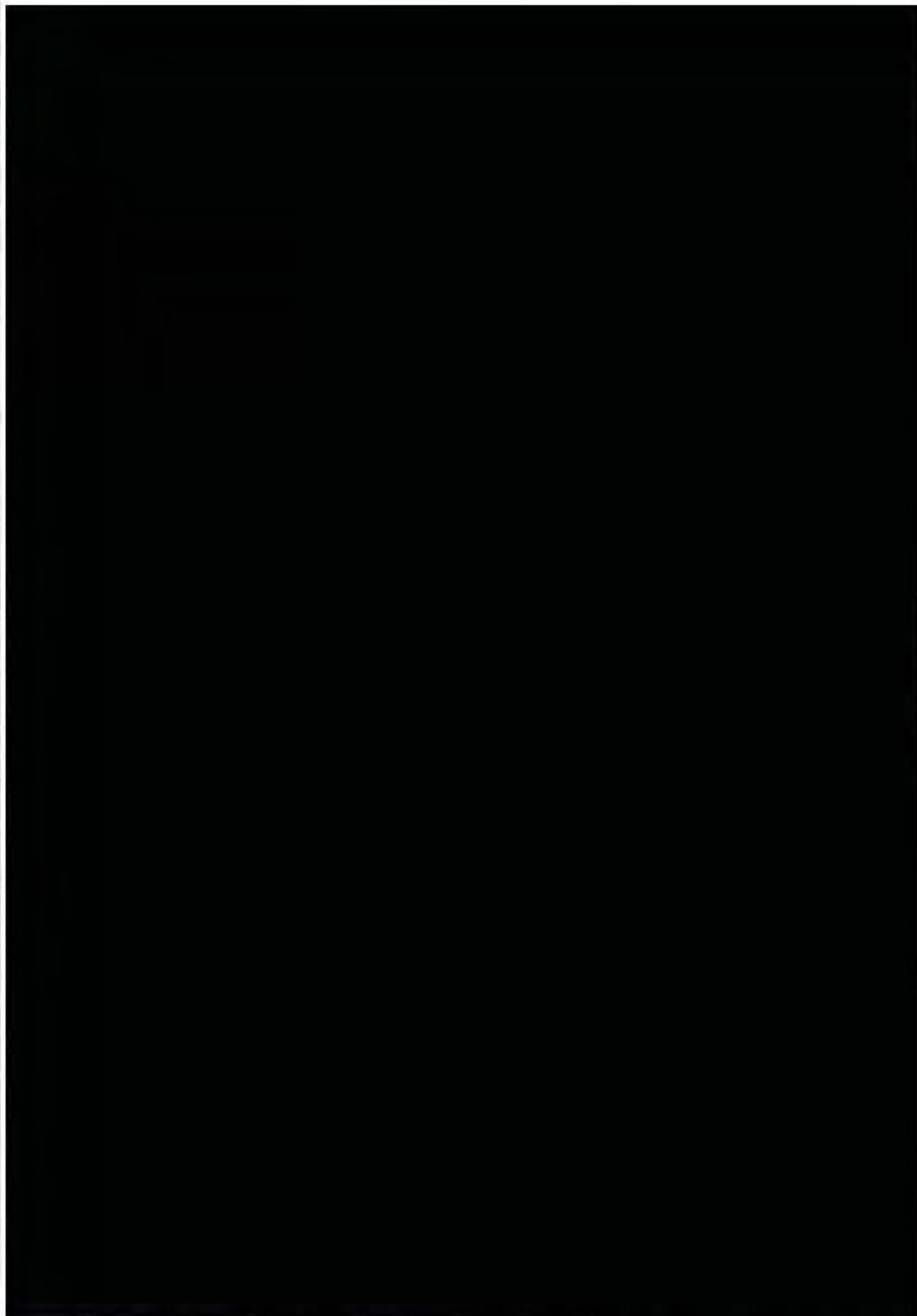
0 of **5** of your direct-report managers' review(s) have automatically rolled up to the next level of management.



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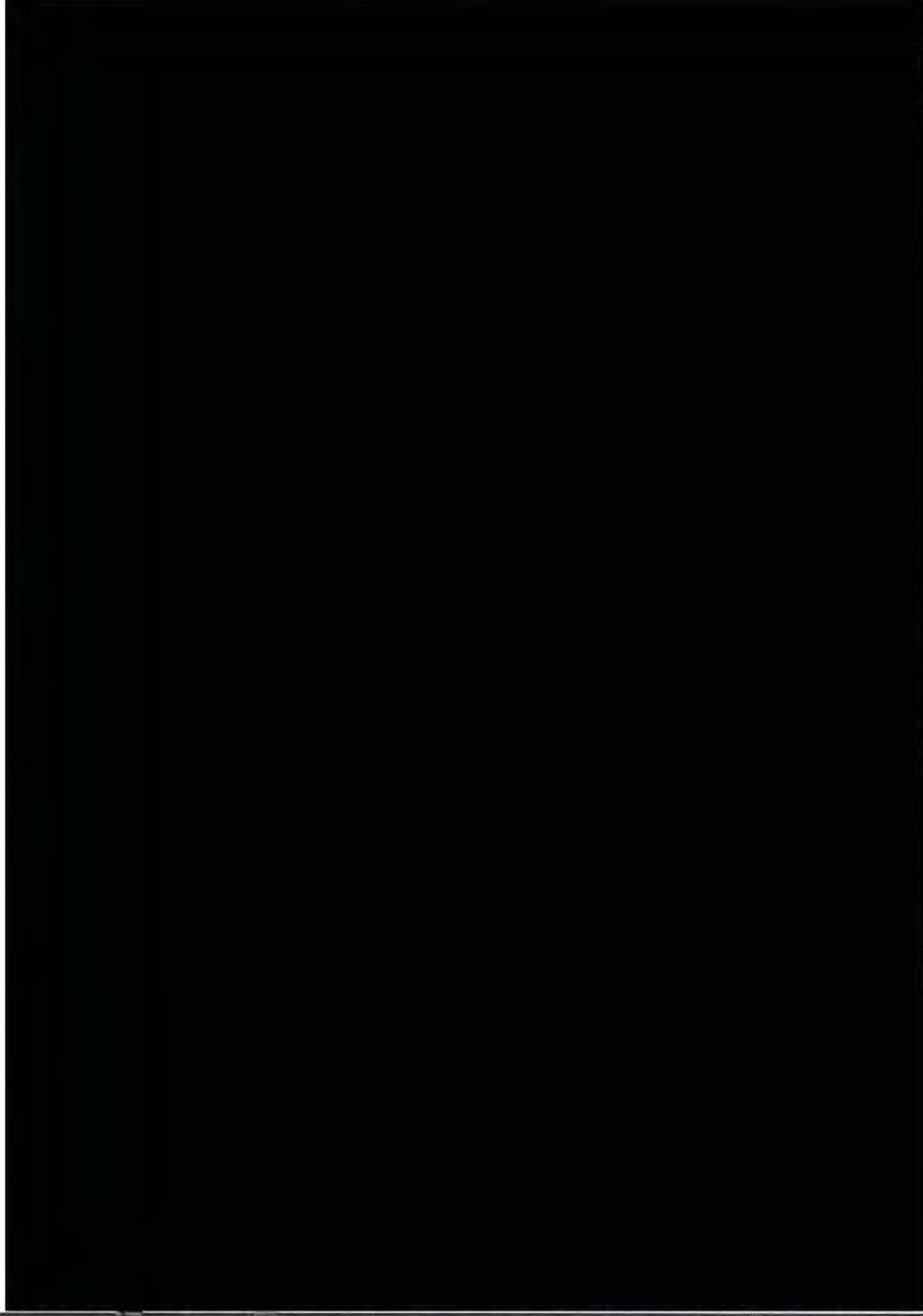
Manager Summary Screen



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Manager Summary Screen



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Manager Summary Screen



To view information about an employee, click the name of the employee. The system will then display the *Individual Worksheet*.

Individual Worksheet

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Recommend a Merit Increase – Salaried Employee



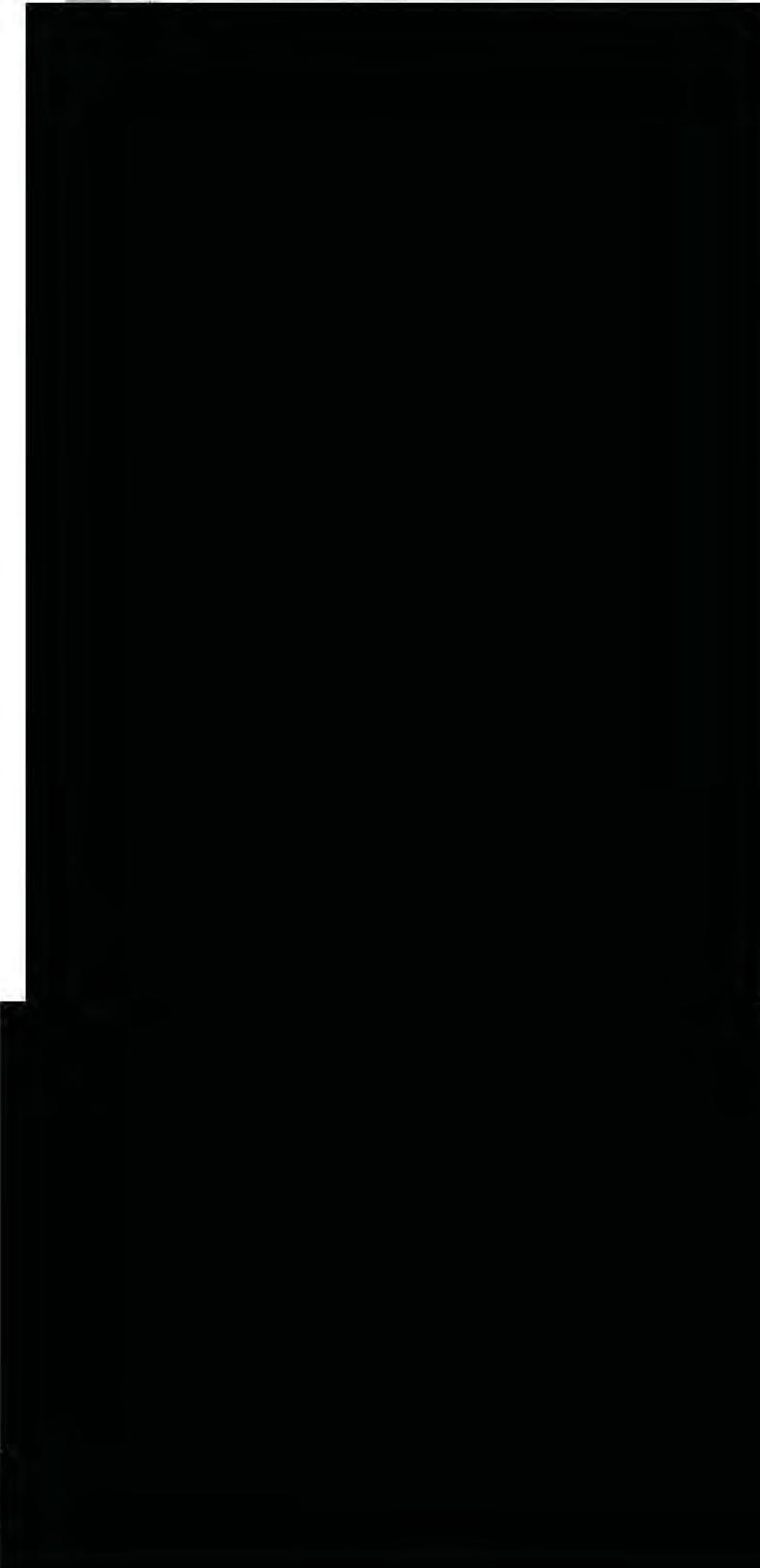
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Recommend a Merit Increase – Hourly Employee



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Merit Lump Sum



Adjustment



2. Enter a "Reason" and press "Continue" to the Promotion panel



Promotion

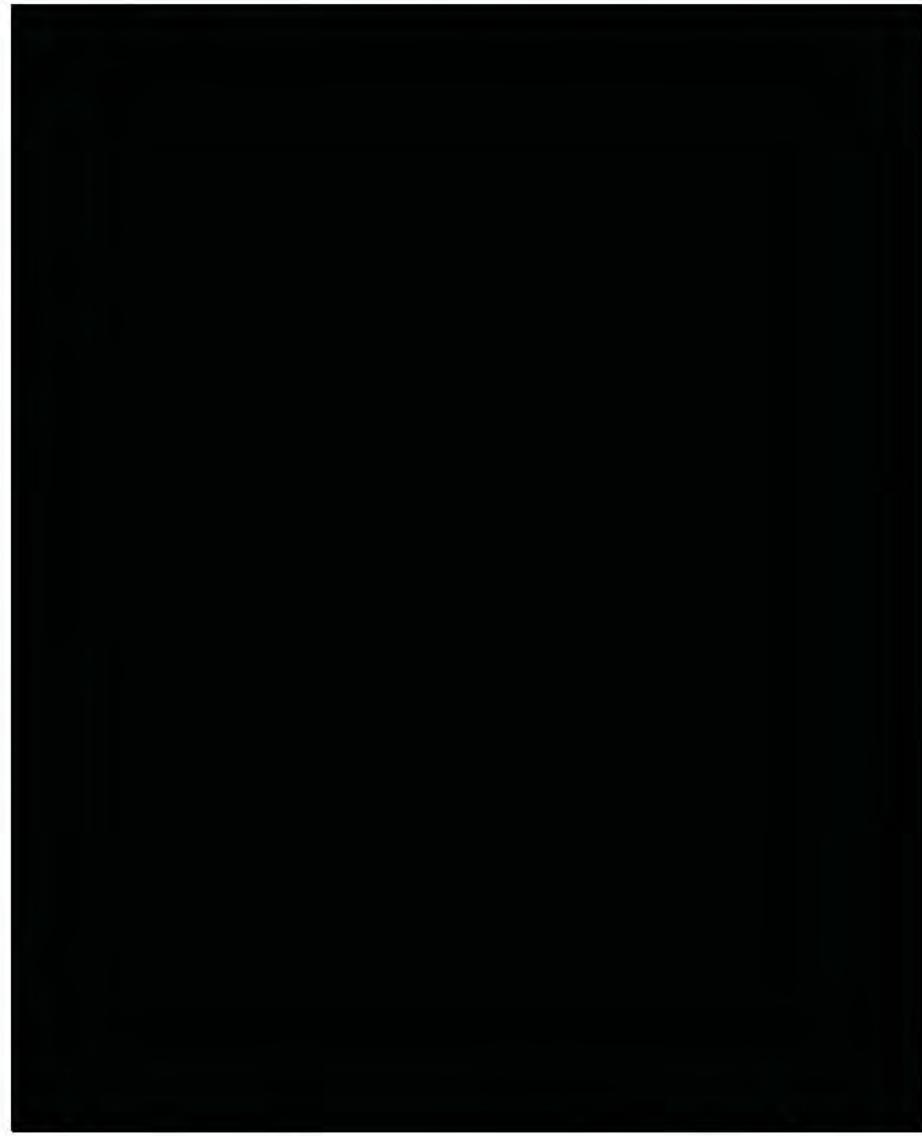
1. Click "Open the Promotion Worksheet"
2. The Promotion Worksheet displays the EE's current job info.
3. Defaults to current Job Function, Job Family, choose new Job Title/Code.
4. Click "Save" to continue on to the Promotion Increase Screen.

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Promotion Increase Panel



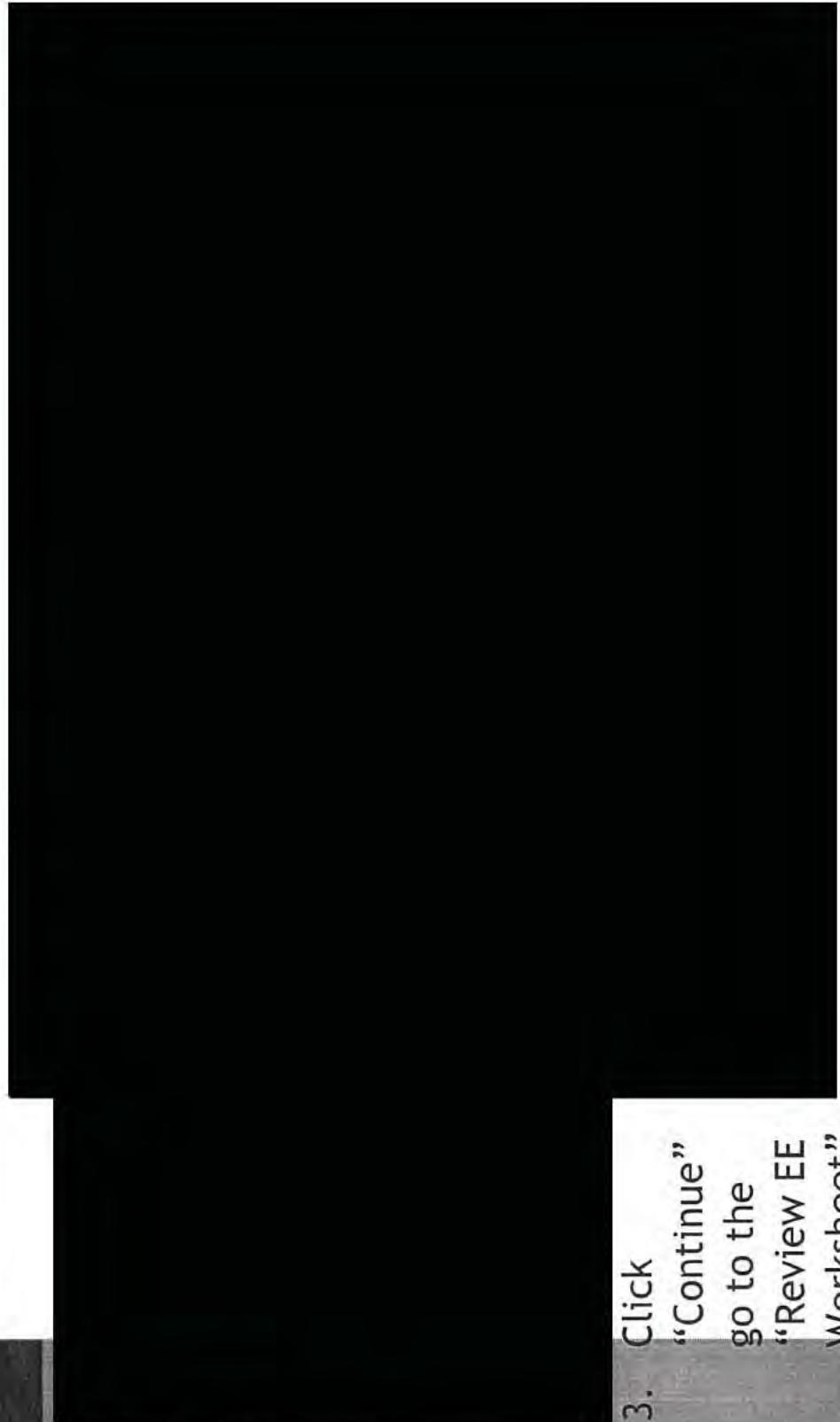
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Retention and IPI Bonus



3. Click “Continue” go to the “Review EE Worksheet”.

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Review Employee Worksheet



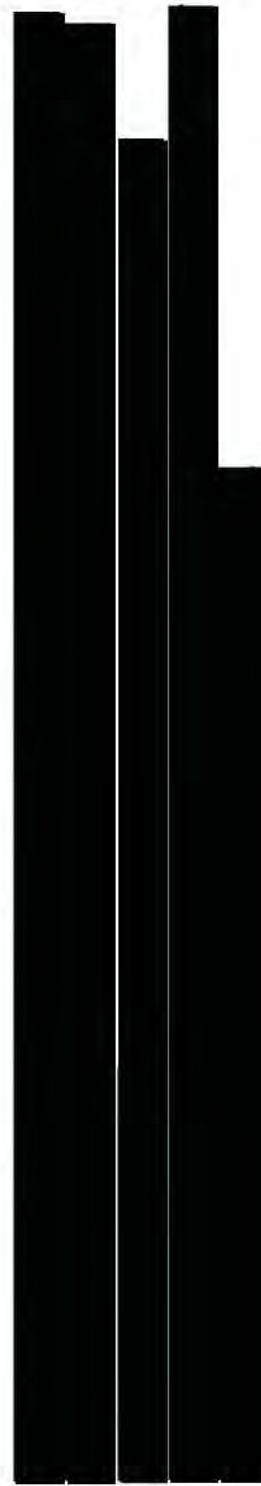
The Review Employee Worksheet displays a summary of all pay decisions.

1. Click "Edit" to access a specific section of the Individual Worksheets.
2. Click on "Save Review" to save this individual employee review. This is the only way the review will be saved.

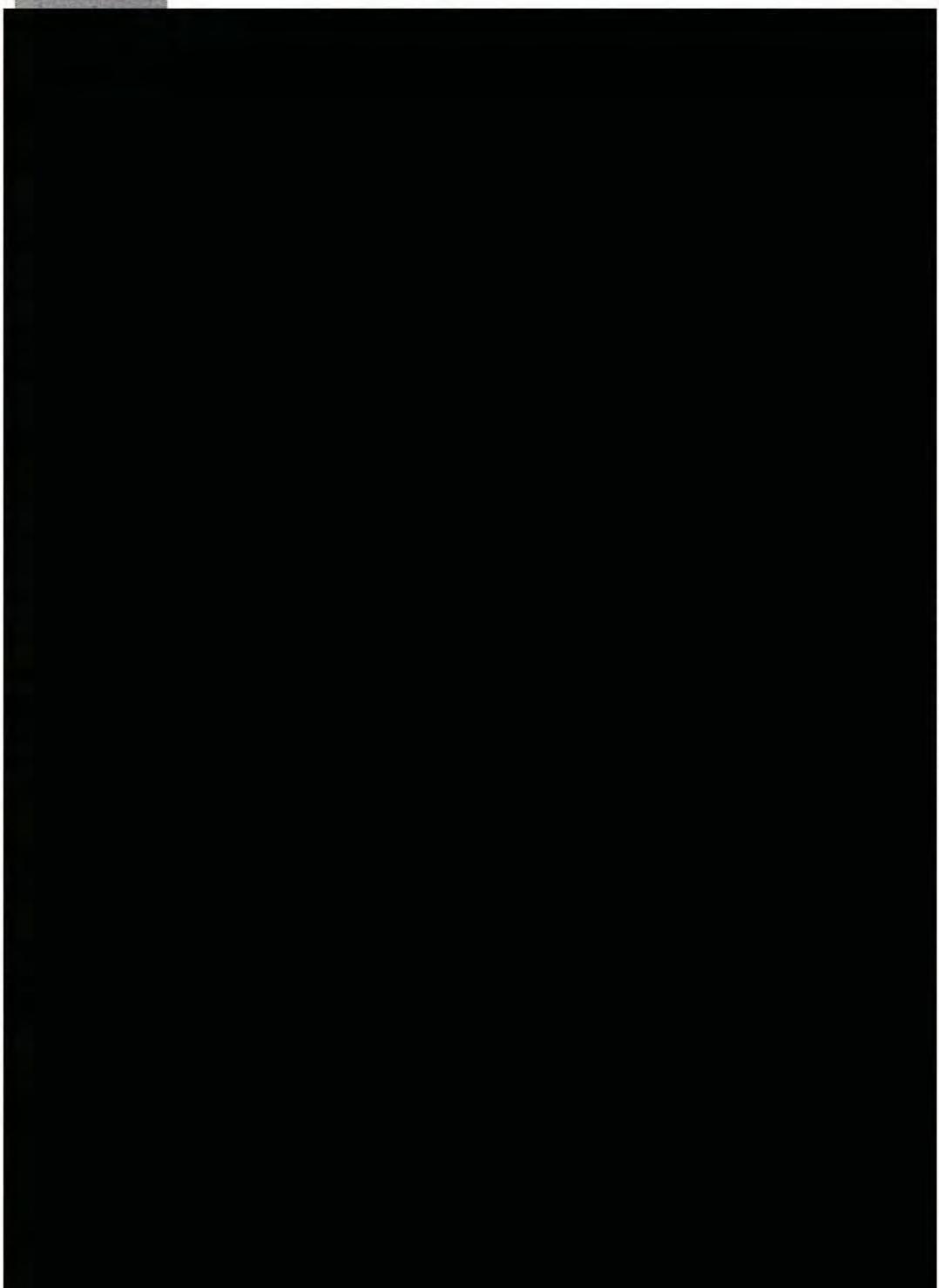
Reports – Individual Worksheet



Last Year's Pay Decision Summary Report



Reports – Individual Worksheet



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Reports – Manager Summary Screen

- New PDT Reports
- Intuit Focal Summary Overall Stats
- Budget Remaining

Summary Reports

Select a report to view:

-- Choose one --

-- Choose one --

Average IPI Award by Performance Rating
Customizable FY'05 Focal Review Information [.xls]
Exception Report [.xls]
FY'05 Focal Review Information [.xls]
FY'05 Promotion Report [.xls]
Intuit Focal Review Summary Stats
Budget Remaining
Performance Rating Distribution
Retention Code Distribution
Total Cash Comparison for FY'04 and FY'05 [.xls]

Other Reports

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Report – Examples (New Reports)

Intuit Focal Review
Summary Stats

Budget Remaining



Report - Examples



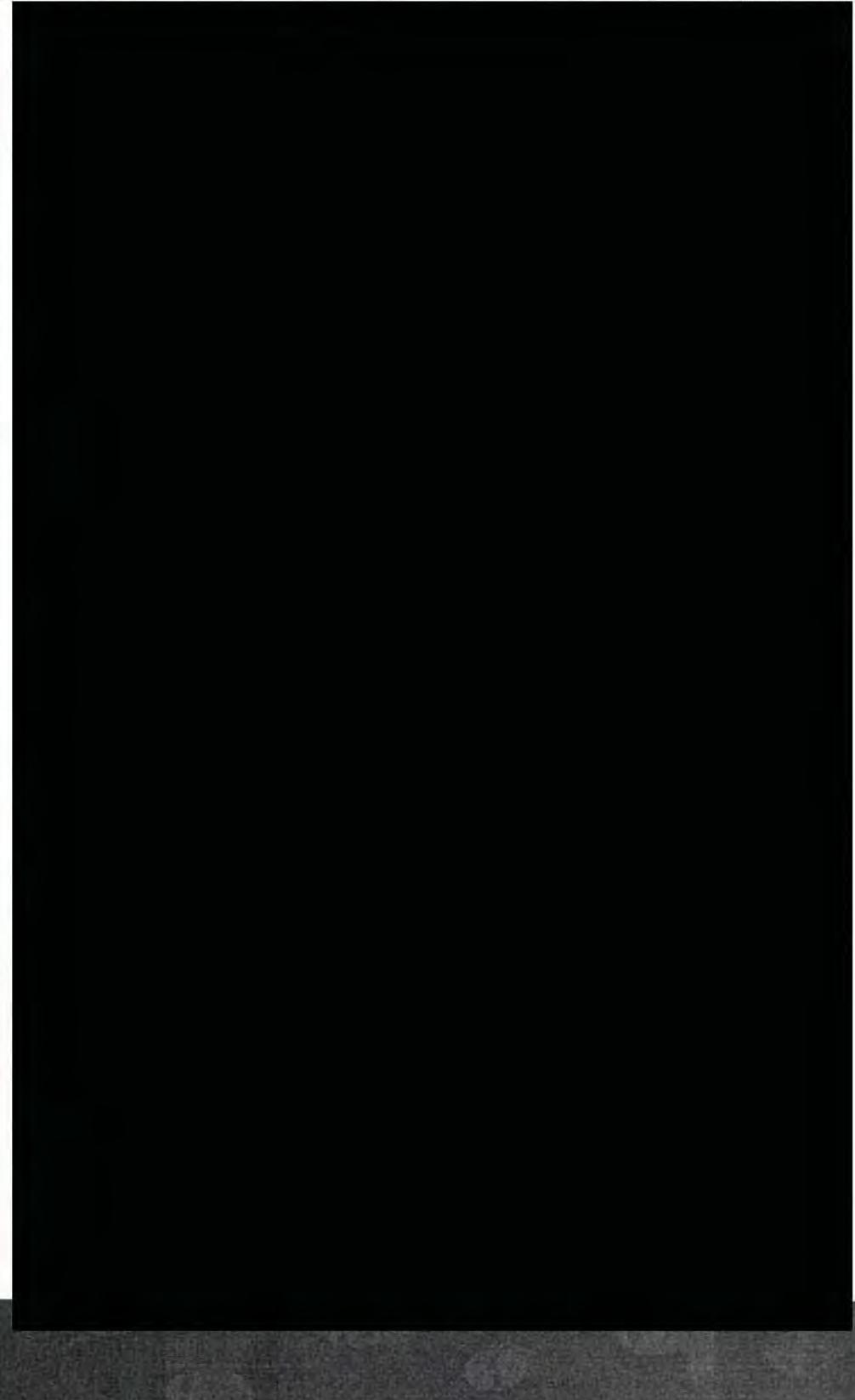
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Submit – Accept – Reject Review



4. The Stock Options Tool ...A Quick Intro

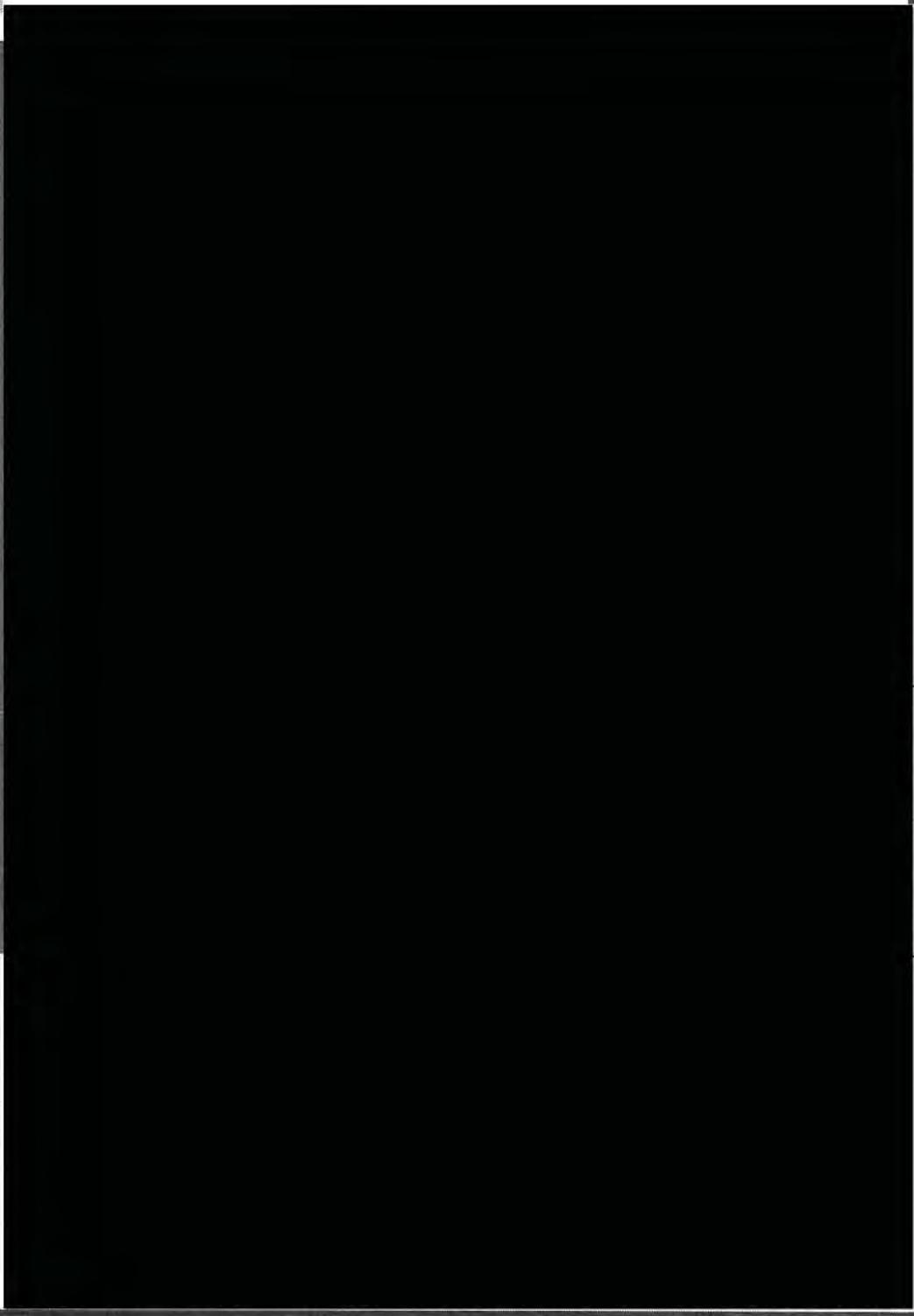


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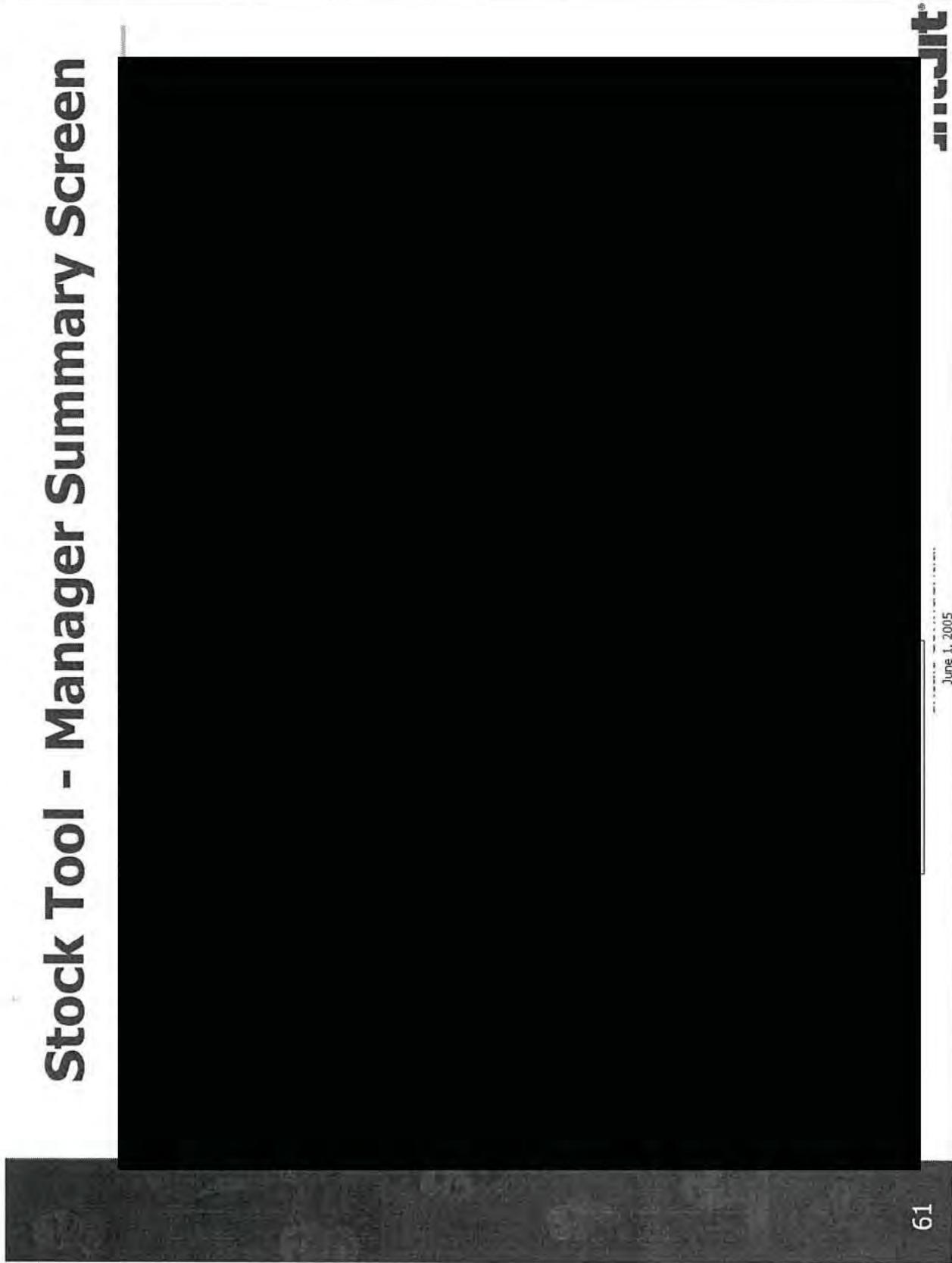
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Stock Tool – Manager Summary Screen



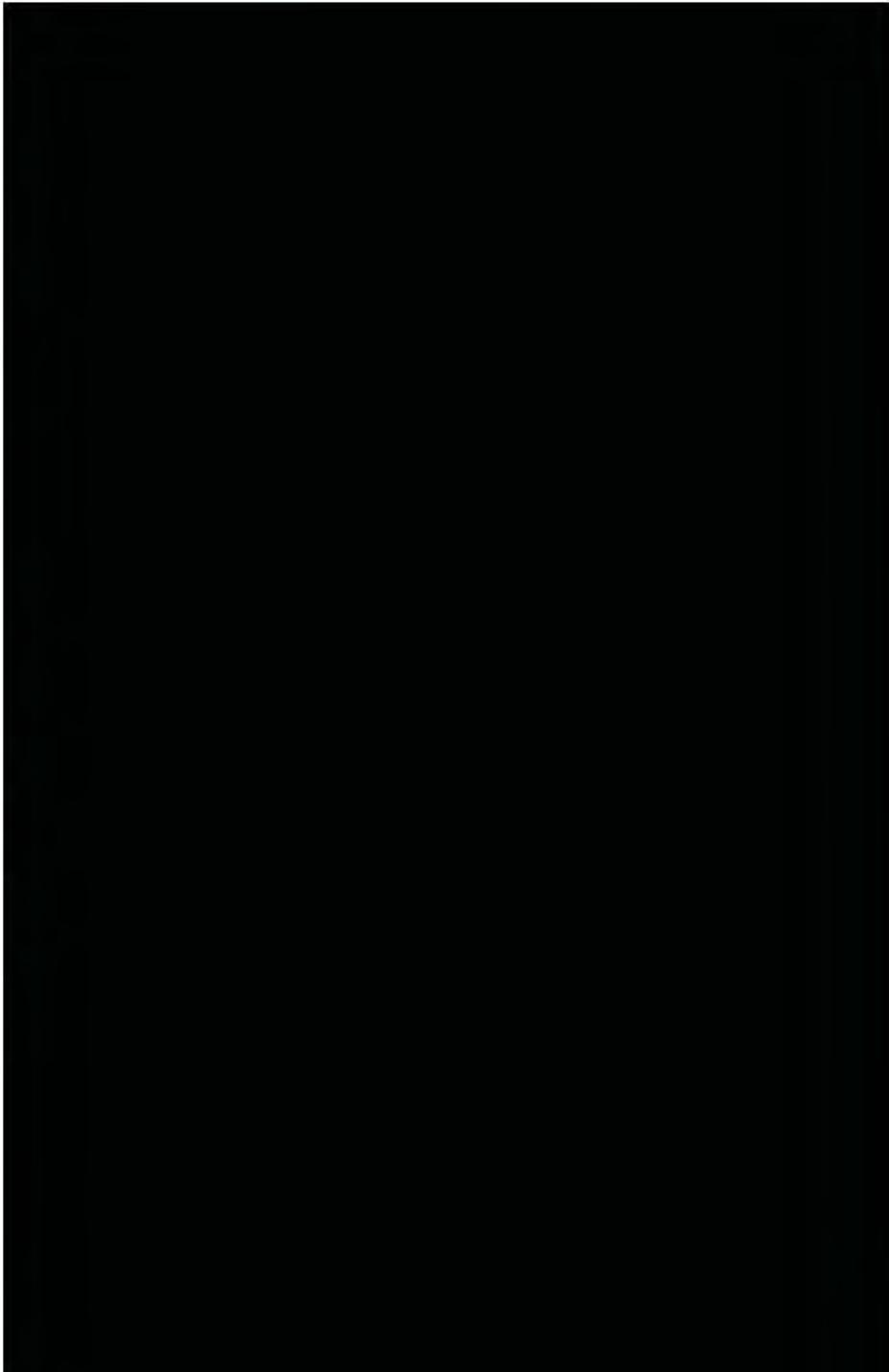
Stock Tool - Manager Summary Screen



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Stock Tool -Eligibility



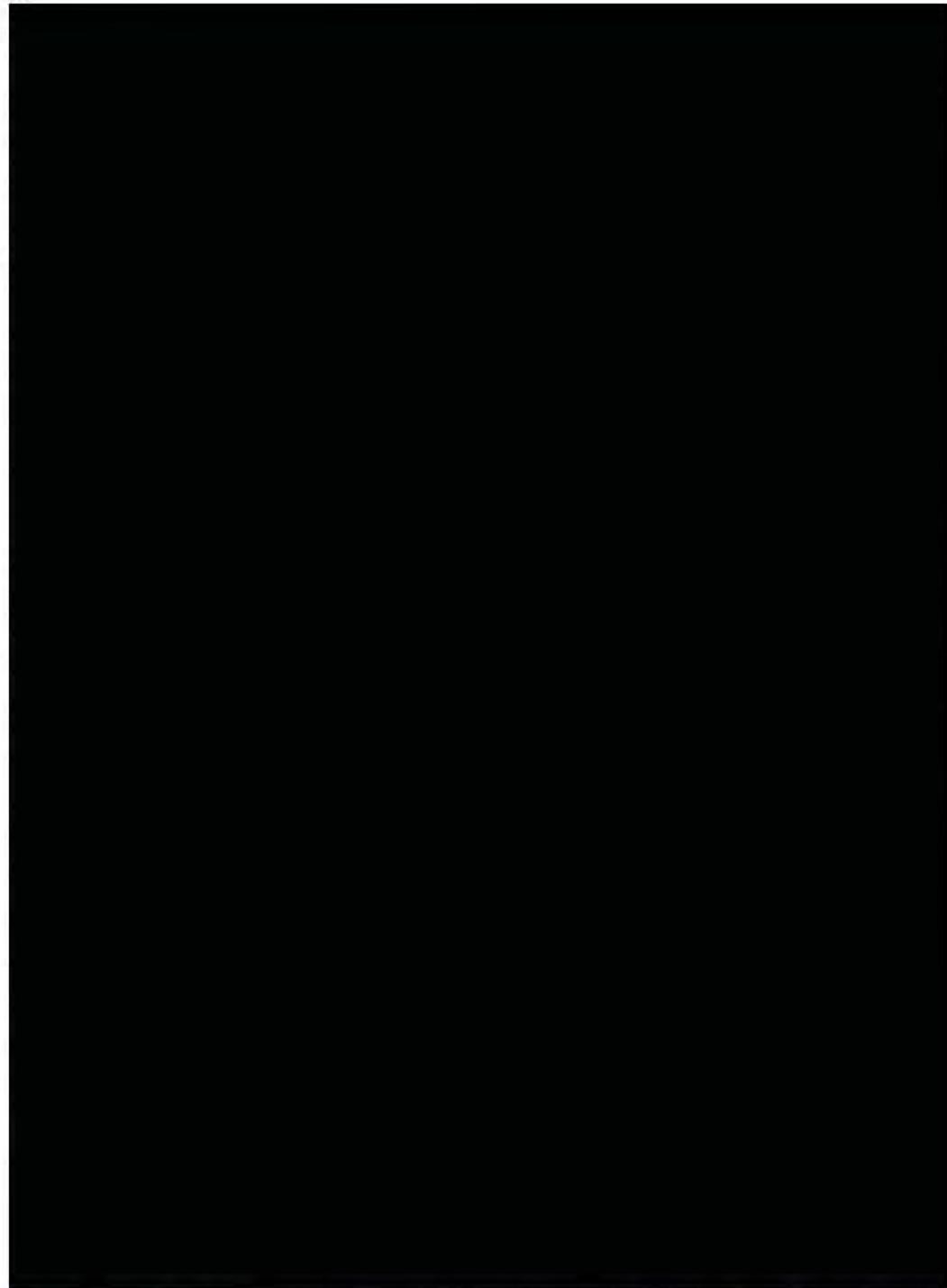
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Stock Tool – Recommend Options



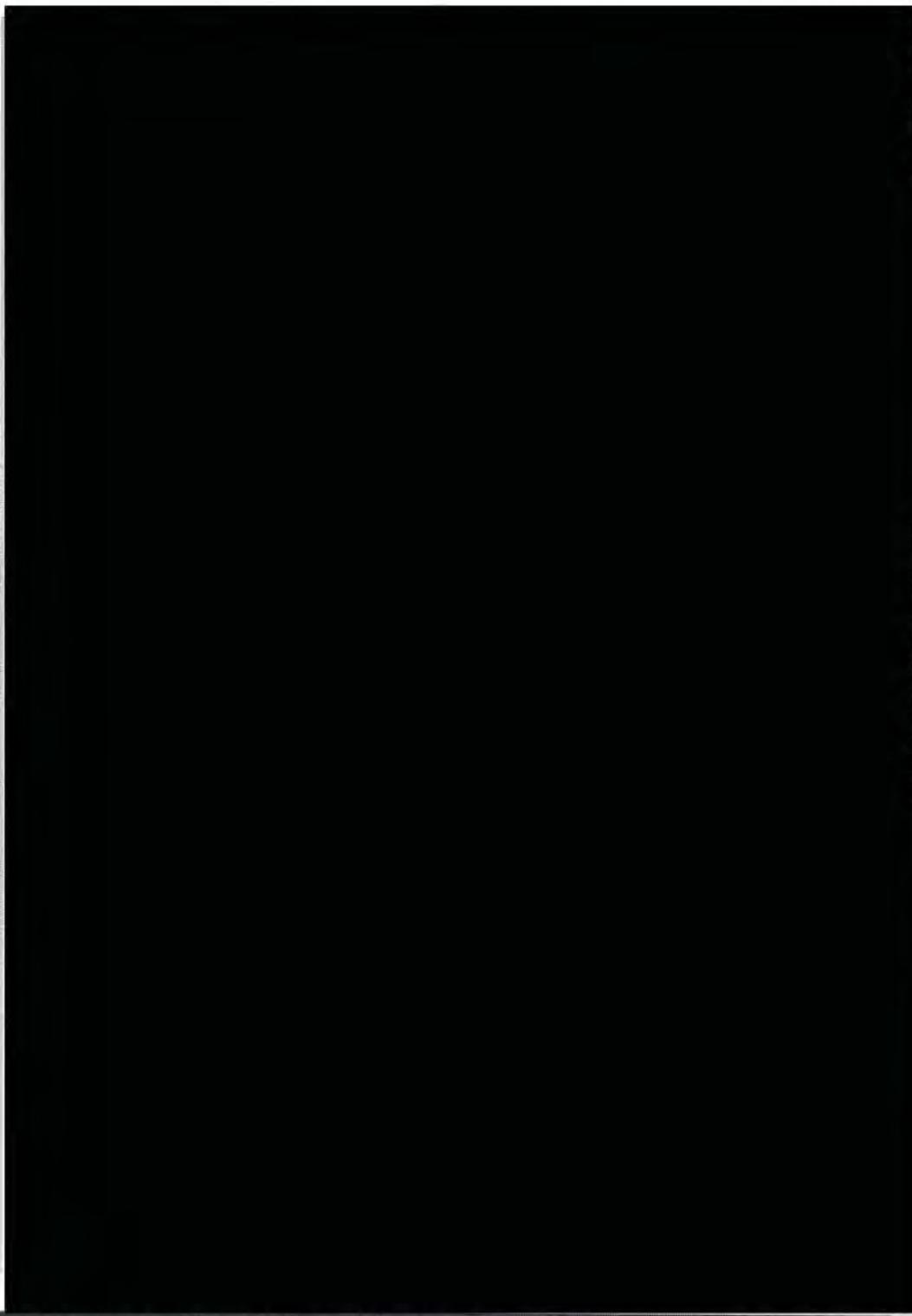
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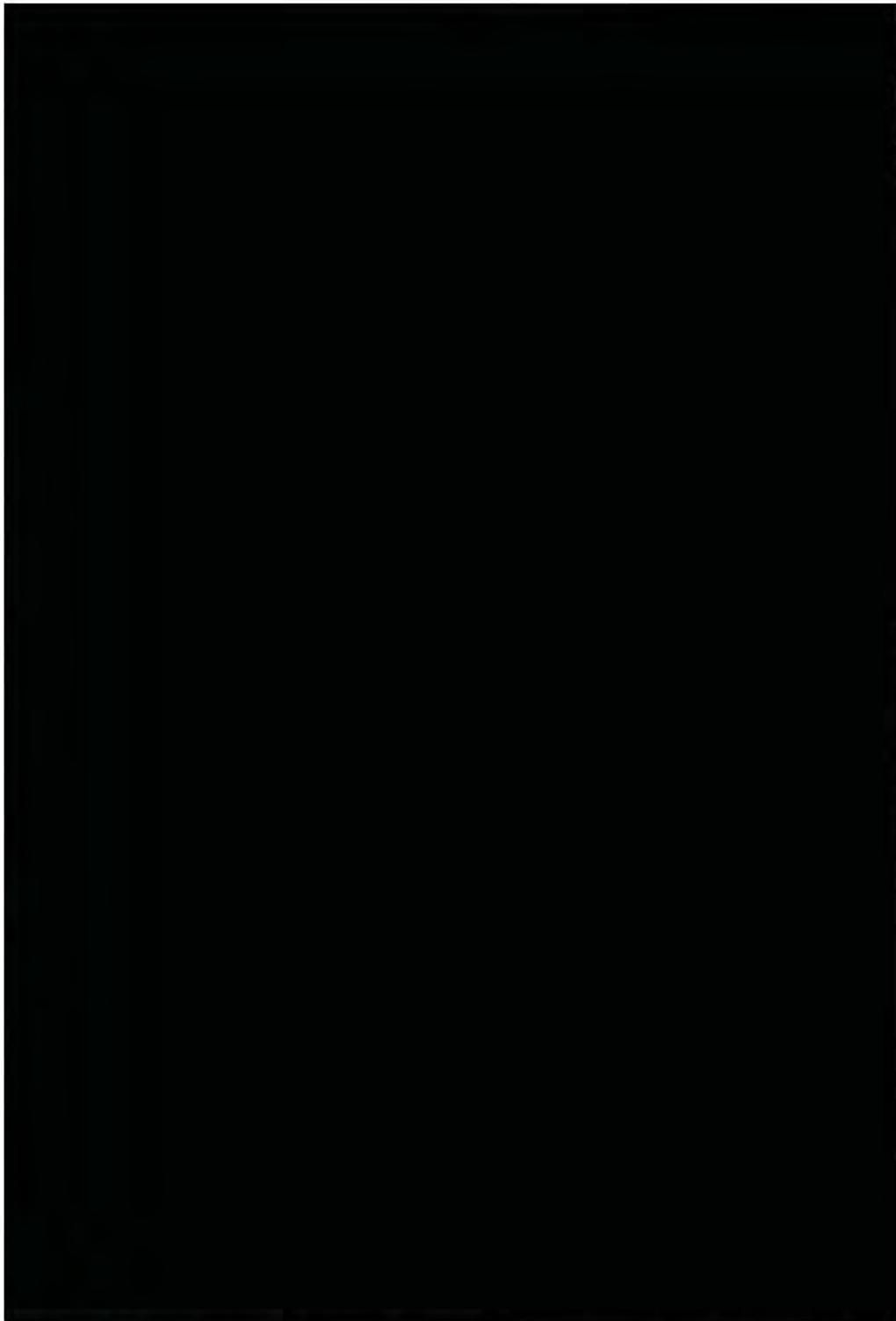
Stock Tool – Recommend Options



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Stock Tool – Dropdown Reasons – Descriptions



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Questions?

Process, Tools, Benefits
question? – Call AccessHR in
Tucson at
1-3333

Performance management
question? – See your HRBP

Pay-for-performance
question? – Contact your local
HR or the compensation team

*Stock Options – Your HR
Leader or the Compensation
Team*

